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Estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council

United Nations Assistance Mission in Afghanistan

Report of the Secretary-General*

Summary

The present report contains the proposed resource requirements for the United Nations Assistance Mission in Afghanistan (UNAMA) for the period from 1 January to 31 December 2010, totalling $241,944,300 (net) ($256,579,500 gross).

It is anticipated that the Mission's projected expenditures for the biennium 2008-2009 will amount to $256,593,700, resulting in overexpenditures totalling $12,699,000.

* The report is submitted at the present time owing to the need for extensive consultations with offices.

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I. Overview of the Mission and its future role

1. The United Nations Assistance Mission in Afghanistan (UNAMA) was established pursuant to Security Council resolution 1401 (2002) for an initial period of 12 months. The mandate of the Mission was subsequently extended by the Security Council in its resolutions 1471 (2003), 1536 (2004), 1589 (2005), 1662 (2006), 1746 (2007) and 1806 (2008). Pursuant to its resolution 1868 (2009) of 23 March 2009, the Council decided to extend the mandate of UNAMA, as defined in its resolutions 1662 (2006), 1746 (2007) and 1806 (2008), until 23 March 2010.

2. Over 80 countries met in The Hague on 31 March 2009 at the International Conference on Afghanistan and reaffirmed the priorities agreed at the International Conference in support of Afghanistan, held in Paris in June 2008, which were based on the Afghanistan National Development Strategy. Participants in The Hague Conference called for greater efforts, clearer direction and a more prioritized agenda in addressing the challenges of Afghanistan. Four priority areas were presented: good governance; development and economic growth; security; and regional cooperation. Participants in The Hague Conference also emphasized the central role of UNAMA in coordinating international action and assistance in support of the Government of Afghanistan and agreed that well-funded and effective civilian capacity- and institution-building programmes were as important as support to the security sector.

3. As a result, in his report to the Security Council of 23 June 2009 (A/63/892-S/2009/323), the Secretary-General interlinked three strategic shifts to best address challenges in Afghanistan, namely, an increased emphasis on civilian efforts as military efforts alone are not enough; a focus on governance and service delivery, particularly at the subnational level; and a better alignment of international efforts with government programmes in key sectors. The United Nations system is to lead efforts on all three fronts by using its distinct expertise, capacity and increasing presence throughout the country in order to harness international support in a way that is coherent with the needs of the Government and people of Afghanistan.

4. The Special Representative of the Secretary-General, with the support of the integrated United Nations system in Afghanistan, continues to lead international civilian efforts, in accordance with the priorities stipulated in Security Council resolution 1868 (2009), namely:

(a) To promote, as co-chair of the Joint Coordination and Monitoring Board, more coherent support by the international community to the Government of Afghanistan, including through mobilization of resources, coordination of donor assistance, and direction of United Nations agencies' development activities;

(b) To strengthen cooperation with the International Security Assistance Force (ISAF) to improve civil-military coordination and ensure coherence between the activities of national and international security forces and of civilian actors in support of an Afghan-led development and stabilization process;

(c) Through a strengthened and expanded presence throughout the country, to provide political outreach and promote the implementation of the Afghanistan National Development Strategy;

(d) To provide good offices to support the implementation of Afghan-led reconciliation programmes, if requested by the Government of Afghanistan;

(e) To strengthen efforts to improve governance and the rule of law and to combat corruption, and to promote development initiatives to help bring the benefits of peace and deliver services in a timely and sustainable manner;

(f) To play a central coordinating role to facilitate the delivery of humanitarian assistance with a view to building the capacity of the Government of Afghanistan;

(g) To continue to cooperate with the Afghan Independent Human Rights Commission and to monitor the situation of civilians and ensure their protection as well as to assist in the full implementation of the fundamental freedoms and human rights provisions of the Afghan Constitution and international treaties;

(h) To support, at the request of the Afghan authorities, preparations for the elections by providing technical assistance and coordinating other international assistance;

(i) To support regional cooperation to work towards a stable and prosperous Afghanistan.

Resource planning assumptions

5. Taking into account the above priorities, UNAMA is required to strengthen its aid coordination capacity and continue to assist the Government of Afghanistan in identifying gaps and donors to fill them. The role of the United Nations is to catalyse Afghan and international partners so that donor decisions in each sector are made on the basis of technically sound and Afghan-owned sectoral strategies, supported by the expertise available across the United Nations system.

6. By its resolution 1868 (2009), the Security Council requested UNAMA to provide political outreach and promote implementation of the Afghanistan National Development Strategy through a strengthened and expanded presence throughout the country. Following an extensive review process, and in line with Council resolution 1806 (2008) and recommendations emanating from The Hague Conference, UNAMA expanded its presence and opened three new offices, in Khumri, Tirin Kot and Sari Pul. Eight regional offices and 12 provincial offices are currently operational, and the 3 provincial offices in Lashkar Gah, Ghazni and Farah that were budgeted in 2009 are in the process of being opened. It is proposed to further expand the Mission's presence in Afghanistan by establishing six additional provincial offices in 2010 in Logar, Paktika, Laghman, Panjsher, Takhar and Jawzjan.

7. The visible deterioration in the security situation over the last year, in particular the deliberate targeting of civilians, government officials and reconstruction workers, is of grave concern. Evidence suggests that United Nations staff or assets are also being increasingly targeted and additional risk-mitigation measures are necessary if UNAMA is to maintain and/or expand its current level of operations.

Regional cooperation

8. The Mission's mandate stresses the need to support regional cooperation to work towards a stable and prosperous Afghanistan. All of Afghanistan's neighbours have a stake and are instrumental in the peaceful evolution of the country. The development of mutual confidence and a common vision for the region can only be

achieved through dialogue and cooperation. In this connection, the institutional capacities of the Government of Afghanistan require further strengthening.

9. Accordingly, UNAMA will continue to maintain two liaison offices, in the Islamic Republic of Iran (Teheran) and in Pakistan (Islamabad).

10. With regard to the Liaison Office in Pakistan, the presence of UNAMA in Islamabad is limited to one international staff, who serves as Head of the office. The incumbent of the position is responsible for political and security monitoring, analysis and reporting on locations over 1,000 kilometres apart; working on the development of multilateral coordination initiatives and mechanisms to strengthen the response of the international community to Pakistan-Afghanistan relations and border stability; liaising with Embassies and the Government of Pakistan; promoting initiatives with the international community in Pakistan to help build trust and confidence between Pakistan and Afghanistan; and heading the office and coordinating the many support activities it carries out.

11. The Government of the Islamic Republic of Iran is very supportive of the Mission's liaison office in Teheran, and many meetings have been held with senior members of the Iranian Ministry of Foreign Affairs. Some Ministries and Government institutions, including the Supreme National Security Council, the Ministry of Interior, the Bureau for Foreign Immigrants and Aliens, the Drug Control Headquarters, the Ministry of Roads and Transportation, the Ministry of Economy and Financial Affairs, the Ministry of Labour and Social Affairs, the Ministry of Education and the Department of Free Trade Zones, are expressing heightened interest in engaging in dialogue with UNAMA on issues related to Afghanistan. Consequently, the UNAMA Liaison Office in Teheran will continue to engage in high-level discussions in the Islamic Republic of Iran.

12. With regard to collaboration with other Department of Peacekeeping Operations and Department of Political Affairs missions and operations in the region, UNAMA currently cooperates substantively only with the United Nations Military Observer Group in India and Pakistan (UNMOGIP). This cooperation is limited to conduct and discipline issues (see A/60/862). The UNAMA Conduct and Discipline Unit based in Kabul will continue to interact with and provide advice to senior managers in UNAMA and UNMOGIP, including in the United Nations country team in Afghanistan and Pakistan.

13. Furthermore, UNAMA will continue to cooperate on political matters with the United Nations Regional Centre for Preventive Diplomacy for Central Asia.

Partnerships, country team coordination and mission integration

14. The Special Representative of the Secretary-General in Afghanistan is the official responsible for dealing with the situation in Afghanistan in all its aspects. However, different representatives and envoys of the Secretary-General cover specific areas of United Nations activities, including human rights (Office of the United Nations High Commissioner for Human Rights (OHCHR)), children in armed conflict (the Special Representative of the Secretary-General for Children and Armed Conflict), and drugs and organized crime (United Nations Office on Drugs and Crime (UNODC)).

15. In the area of common security management and integrated security services, a security management team, which consists of UNAMA, the Department of Safety

and Security and the United Nations country team, is fully operational and coordinates security arrangements on a cost-sharing basis. The security management team has established a working group to discuss more specific security-related issues.

16. As security operations in Afghanistan are conducted by ISAF (under a separate Security Council mandate), there is no joint operations centre in UNAMA.

17. With regard to the coordination of the United Nations country team, the Resident Coordinator's Office will continue to be primarily responsible for ensuring coherence among the 34 members of the country team. The Resident Coordinator's Office will also continue to provide strategic planning, including through three working groups under the United Nations Development Assistance Framework (UNDAF).

18. A number of members of the United Nations country team are co-located in UNAMA compounds (the Special Representative of the Secretary-General and substantive staff are at Compound B with the International Labour Organization (ILO), the United Nations Development Programme (UNDP), the United Nations Educational, Scientific and Cultural Organization, the United Nations Industrial Development Organization, the United Nations Development Fund for Women and the United Nations Volunteers, while administration is located at the United Nations Operations Centre in Afghanistan together with the United Nations Population Fund, the United Nations Children's Fund, the United Nations Office for Project Services and the World Health Organization). As a result of this co-location, some administrative services are shared.

19. While the United Nations country team is the primary coordination mechanism at the national level, coordination of and discussions on project implementation in the field are conducted through United Nations regional team meetings, which are convened by the regional and provincial offices of UNAMA.

20. With regard to funding, UNDP established and managed several trust fund mechanisms, which made possible the rapid and flexible disbursement of donor contributions, including the Afghan Interim Authority Fund, the Law and Order Trust Fund for Afghanistan and the Counter-Narcotics Trust Fund.

21. In the area of resource mobilization, UNAMA, under the Afghan Compact and, in particular, through the Joint Coordination and Monitoring Board, will continue to lead coordination with the donor community. Donor conferences, however, are usually held at the initiative of individual donor countries.

22. In accordance with the Secretary-General's guidelines for the integrated mission planning process, UNAMA is in the process of formalizing its Integrated Mission Planning Team.

II. Mission mandate and planned results

23. The objective, expected accomplishments and indicators of achievement of the Mission are presented below.

Objective: To promote peace and stability in Afghanistan.

Expected accomplishments	Indicators of achievement
(a) Socio-political environment increasingly conducive to sustainable peace and stability	(a) (i) Reduced number of internal, intra-Afghan and provincial conflicts (tribal conflicts, land disputes, ethnic conflicts, conflicts between political parties, disputes over government appointments) *Performance measures* Number of de-conflicting initiatives 2008: 60 Estimate 2009: 70 Target 2010: 70 (ii) Enhanced political outreach *Performance measures* 2008: Afghanistan Social Outreach Programme is in place Estimate 2009: Statement of Principles is to be finalized by the Policy Action Group to set up a new strategy on political outreach and national reconciliation Target 2010: Statement of Principles operational (iii) Increased number of provinces in which political outreach programme commenced *Performance measures* 2008: not applicable Estimate 2009: 11 Target 2010: 13 (iv) Increased government engagement in implementation, planning and funding of Afghan elections *Performance measures* 2008: Election plans start under the leadership of the Independent Election Commission Estimate 2009: Presidential election takes place according to the Constitution Target 2010: Parliamentary elections take place according to the Constitution

(v) Decreased number and influence of illegal armed groups

Performance measures

Number of illegal armed groups disbanded

2008: 117

Estimate 2009: 190

Target 2010: 245

Number of weapons collected

2008: 5,406

Estimate 2009: 9,000

Target 2010: 9,000

Number of district development projects completed in demand driven initiative-compliant districts

2008: 4

Estimate 2009: 26

Target 2010: 20

(vi) Increased regional cooperation activity/ confidence-building measures

Performance measures

Number of cooperation agreements and memorandums of understanding signed with neighbouring countries and respective parties

2008: 14 cooperation agreements and memorandums of understanding signed with 6 neighbouring countries

Estimate 2009: 10

Target 2010: 15

(vii) Increased number of forums promoting regional cooperation and trade

Performance measures

2008: 4

Estimate 2009: 9

Target 2010: 9

(viii) Concrete projects with neighbouring countries to enhance Afghan capacity for regional cooperation

Performance measures

2008: not applicable

Estimate 2009: 4

Target 2010: 4

Outputs

- Political analysis and guidance provided to parties and groups weekly at national/subnational level regarding conflict resolution
- Coordination meetings with Embassies, provincial reconstruction teams and the Policy Action Group, including on electoral issues, held on a regular basis
- Provision of good offices among the Independent Election Commission, the Government of Afghanistan, the Electoral Complaints Commission, the Media Commission, the Joint Secretariat on disbandment of illegal armed groups and other line ministries
- Establishment of a UNAMA Election Support Unit providing and coordinating political oversight and necessary political guidance and interface on all electoral issues
- Holding meetings with all presidential candidates to ensure that their concerns are communicated to the Independent Election Commission or other bodies, as appropriate
- Public information disseminated on Afghan television and radio on a weekly basis; regular press briefings; organization of media round tables on issues of press interest
- Provision of advice on and support for the disbandment of illegal armed groups and on the candidate vetting exercise
- Provision of advice on and monitoring of human rights issues related to the elections
- Provision of advice to Afghan institutions on regional cooperation issues
- Advocacy for financial and practical support for regional projects
- Establishment of six additional UNAMA provincial offices

External factors

24. The Mission is expected to achieve its objectives and expected accomplishments on the assumption that: (a) stakeholders maintain the necessary political and financial support, in view of the fact that coordination of political and military strategies and regional neighbours' engagement are essential elements for an environment conducive to peace and stability; (b) the Government demonstrates the political will to improve governance and reduce corruption, which is also an essential condition; (c) tension between the legislative and executive branches and between subnational and central government agencies does not have a negative effect on the electoral process; (d) political groups agree on the reserved seats for Kuchis in the Parliament; (e) there is an adequate turnout for the elections, which depends partly on security; (f) stakeholders agree on an all-inclusive political process and reconciliation

programme; (g) improved capacity and increased motivation of Afghan security forces and judicial system and international military forces' increased support.

Expected accomplishments	Indicators of achievement
(b) Progress towards reform of the Afghanistan security sector and rule of law	(b) (i) Strengthened accountability of security sector institutions, including the Ministry of Defence and Ministry of Interior *Performance measures* The Afghan National Army reaches and retains its authorized strength of 99,233 Authorized strength 2008: 76,000 Estimate 2009: 99,233 Target 2010: 99,233 *Performance measures* 2008: not applicable Estimate 2009: Afghan National Army sets up Joint Operational Coordination Centres in all 34 provinces and 8 regions and Border Coordination Centres (with Pakistan) Target 2010: Joint Operational Coordination Centres are maintained in all 34 provinces and 8 regions *Performance measures* Afghan National Police reaches and retains its full strength Authorized strength 2008: 80,426 Estimate 2009: 101,800 Target 2010: 101,800 *Performance measures* 2008: not applicable Estimate 2009: Comprehensive anti-corruption strategy finalized by the Minister of Interior Target 2010: Comprehensive anti-corruption strategy adopted and its implementation started

(ii) Increased capacity-building initiatives targeting justice institutions

Performance measures

2008: 195 students (27 women) graduated from Supreme Court Stage course

138 (2 female) registered for the Attorney General's Office Stage course

Estimate 2009: 195 students (27 women) graduates of the Supreme Court Stage course

138 (2 female) graduates of the Attorney General's Office Stage course

Target 2010: Implementation of the Priority Reform and Restructuring begun in Attorney General's Office

Increased number of operational courts

Restructuring of the inspection units in the Supreme Court and the Attorney General's Office

(iii) Adoption of laws and other legal instruments

Performance measures

2008: 30 laws drafted

The Advocates' Law (establishing the independent Afghan Bar Association) entered into force and the Association established

Estimate 2009: Finalization of new Anti-Corruption Law

Law on counter-narcotics reviewed by the Ministry of Justice, including Regulation on Juveniles Rehabilitation and Training Centres

Charter of National Legal Training Centre reviewed by the Ministry of Justice

Law on the Elimination of Violence against Women reviewed by the Ministry of Justice

Target 2010: New Anti-Corruption Law enacted

New Criminal Procedure Code enacted

(iv) Improved coordination of justice sector

Performance measures

2008: National Justice Programme finalized

Provincial Justice Coordination Mechanism launched

Provincial Justice Coordination Mechanism functioning in 6 provinces.

Estimate 2009: Provincial Justice Coordination Mechanism functioning in 8 provinces.

Legal system observation project is conducted to assess the National Justice Programme

Target 2010: National policy on traditional dispute mechanisms agreed and pilot implementation is progressing

Legal system observation project established

(v) Improved conditions in Afghan detention and correction centres

Performance measures

Prison/detention facilities

2008: 1 completed, no female detention centres

1,000 staff trained

Priority Reform and Restructuring finalized and submitted for approval

Case management process for prisoners developed

Policy Development Working Group established

Handover to Central Prison Department of High-Risk Drug Offender Unit at Pol-i-Charki Central Prison

Estimate 2009: 3 prisons/detention facilities completed, one of which is for females.

Case management process

Pilot project completed and, pending recommendation for nationwide implementation, begins implementation

	Target 2010: construction of 5 new prisons starts
	Implementation of Priority Reform and Restructuring in progress for Central Prison Directorate
	Implementation of case management process begun in all prisons and detention centres
	Initiation of implementation of prisoner classification system in all prisons and detention centres

Outputs

- Monitoring the Afghan National Police reform process, providing advice and technical support to the Ministry of Interior for that reform
- Regular meetings of the Board of Donors, including with the Programme Oversight Committee
- Advice and assistance provided to justice institutions at the central and provincial levels to enhance coordination and ensure identification and mobilization of resources
- Support provided to technical working groups, consisting of national justice sector officials and international partners, including UNAMA, at the central and provincial levels
- Issuance of regular reports on developments within the justice sector, including in relation to the Provincial Justice Coordination Mechanism
- Provision of support for and coordination of prison reform and rehabilitation activities among the Government of Afghanistan, the United Nations and international agencies, including monitoring implementation of Priority Reform and Restructuring
- Monitoring and providing regular advice and other technical support to the Ministry of Justice and its Central Prison Directorate on construction and renovation of prisons and correctional institutions

External factors

25. The Mission is expected to achieve its objectives and expected accomplishments on the assumption that: (a) government and donor contributions to the justice sector continue and increase; (b) Parliament has the capacity to review legal documents in order to determine the ability of the Government to adhere to the legislative calendar and implement the necessary legislation; (c) the quantity and quality of tertiary legal education are enhanced to achieve capacity of the justice sector; and (d) a national programme continues to be supported as a central vehicle to drive reform within judicial institutions and backed by strong donor support towards the re-establishment of the rule of law.

Expected accomplishments	Indicators of achievement
(c) Increased respect for human rights in Afghanistan	(c) (i) Increased human rights cases successfully investigated by the Afghan Independent Human Rights Commission (AIHRC) *Performance measures* 2008: 1,500 cases investigated (target met) Estimate 2009: 1,500 cases, including issues related to presidential and provincial councils elections Target 2010: 1,500 cases, including issues related to parliamentary elections (ii) Increase in monitoring, reporting and capacity-building through training on the State-building process by AIHRC in cooperation with UNAMA *Performance measures* 2008: UNAMA reports published: 4 UNAMA/AIHRC joint reports published: 2 UNAMA contributions to other reports and human rights mechanisms: 3 People trained: 35,000 Estimate 2009: UNAMA reports published: 4 UNAMA/AIHRC joint reports published: 5 UNAMA contributions to other reports and human rights mechanisms: 3 People trained: 10,000 Development of a community-backed forum and plan of action on freedom of expression Target 2010: UNAMA reports published: 4 UNAMA/AIHRC joint reports published: 5 UNAMA contributions to other reports and human rights mechanisms: 3 UNAMA to conduct training on human rights issues with civil society actors/government: 10,000 trainees Follow-up on community-backed forum on formulating terms of reference and implementing an action plan on freedom of expression

(iii) Implementation of the Government's Action Plan on Peace, Justice and Reconciliation on transitional justice

Performance measures

2008: Political support for Action Plan partially reinvigorated, in particular among the international community and civil society

Estimate 2009: Political support maintained

Systematic recording of past human rights abuses and violations is accelerated

Evidence related to those abuses and violations is protected

Target 2010: Political support maintained

Systematic recording of past human rights abuses and violations continues

Evidence protected

Implementation modalities of the Action Plan are explored and eventually implemented

(iv) Provide support to the Government in the implementation of the national strategy for children at risk and Security Council resolution 1612 (2005)

Performance measures

2008: Not applicable

Estimate 2009: Capacity-building of the staff of the child protection secretariat staff (Ministry of Labour and Social Affairs)

Capacity-building for Afghan institutions at the national and local levels

Target 2010: Assessment of national laws in relation to international standards on children affected by armed conflict

Development of training curriculum on child protection for police and army

Ratification by the Government of ILO Convention 138

Outputs

- Investigations of human rights violations and provision of recommendations on corrective actions
- Provision of training and mentoring of AIHRC on specific issues
- Networking and organization of workshops and seminars for civil society capacity-building
- Provision of training and advice to the Afghan National Police
- Monitoring and advising the Government of Afghanistan on implementation of the Action Plan on Transitional Justice
- Establishment of a core group on transitional justice for information-sharing on transitional justice issues
- Provision of technical advice to the Government of Afghanistan to develop its capacity to monitor human rights benchmarks of the Afghanistan Compact and the Afghanistan National Development Strategy
- Reports on protection of civilians produced and recommendations pursued with the parties to the conflict
- Reports and recommendations developed on fair trial and detention practices as well as freedom of expression
- Establishment of a country task force and regional task forces for monitoring child rights and coordination

External factors

26. The Mission is expected to achieve its objectives and expected accomplishments on the assumption that: (a) an increase in the insurgency's activities does not result in an increase in the number of human rights abuses; (b) an increase in international military presence does not lead to increased combat and negatively affect the civilian population; (c) the Government demonstrates willingness and the capacity to conduct investigations of human rights abuses, which are essential in bringing forward the human rights agenda; (d) there is political support for, depolitization of and correct information on transitional justice issues, which is a condition sine qua non to progress on the transitional justice agenda; and (e) persistent and consistent political and financial support is provided to the human rights agenda.

Expected accomplishments	**Indicators of achievement**
(d) Increased effectiveness of development and humanitarian assistance to Afghanistan and improvement of Afghanistan institutions, with focus on subnational government structures	(d) (i) Increased effectiveness of United Nations development assistance *Performance measures* 2008: UNDAF in support of the Afghanistan National Development Strategy drafted United Nations joint programmes with the Government under implementation: 5 Estimate 2009: UNDAF finalized, presented to the Government of Afghanistan, and supported by implementation and monitoring mechanisms

United Nations joint programmes with the Government under implementation: 8

Target 2010: UNDAF under implementation, including pilot comprehensive provincial packages

United Nations joint programmes with the Government under implementation: 8

(ii) Strengthened integration and coherence throughout the United Nations system

Performance measures

2008: Peace Day activities supported by several United Nations agencies throughout the country

United Nations country team decision to refocus assistance on the subnational level

Estimate 2009: Improved information management and cooperation on communications and outreach, including with the Office for the Coordination of Humanitarian Affairs

Target 2010: Mechanisms for information management, analysis, planning, implementation, monitoring and communication among all 32 members of the United Nations country team fully operational

(iii) Extension of national programmes to provinces

Performance measures

Joint Government/United Nations programmes

2008: Organizational structures rationalized in 40 per cent of governors' offices

Provincial development plans are completed in all 34 provinces

Provincial budgeting is completed in 7 provinces

The Afghanistan Stabilization Programme is implemented in 240 districts

Estimate 2009: Public administrative reform is initiated in 50 per cent of the 34 provinces, in 25 per cent of 114 municipalities and in 25 per cent of 364 districts

Improved provincial reconstruction teams/UNAMA coordination during the implementation of provincial development plans

Target 2010: Public administrative reform is completed in 25 per cent of the provinces and municipalities where the reform is initiated

Mainstreaming of 25 per cent of the provincial development plans into ministerial budgeting

(iv) Establishment and implementation of mechanisms to promote Government accountability, including at the subnational level

Performance measures

2008: Annual performance reviews undertaken for all senior government staff

Unified plan to reform the Ministry of Interior adopted by the Government

Estimate 2009: 10 per cent of the plan for public administrative reform, the Civil Service Commission and the Independent Directorate of Local Governance is funded by donors

Capacity-building plan is developed for civil servants at subnational level in 50 per cent of the 34 provinces and municipalities

Capacity-building plan for 34 provincial councils is developed

Target 2010: Capacity-building plan is implemented for civil servants at the subnational level in 25 per cent of the provinces and municipalities where the plan was initiated

Capacity-building plan for 34 provincial councils is implemented

(v) Increased capacity of the Government for gender mainstreaming in national policies and programmes

Performance measures

2008: Gender perspectives incorporated into the work of the 6 consultative groups

Subnational consultations on the Afghanistan National Development Strategy include a minimum of 33 per cent female participation (achieved)

National Action Plan for Women endorsed by the Government of Afghanistan

Estimate 2009: Gender mainstreamed in UNDAF

Gender mainstreamed into the Afghanistan National Development Strategy monitoring and evaluation system

Implementation by the Ministries of Finance and Economy of the National Action Plan for Women sectoral commitments

Inter-ministerial monitoring committee evaluation of the National Action Plan for Women pilot projects established; proposed good practices for future implementation

Implementation of the National Action Plan for Women in a minimum of 20 per cent of priority projects identified by sector ministries

Target 2010: Gender perspectives streamlined into the work of 5 priority and 2 cross-cutting issues of the Afghanistan National Development Strategy

Expenditure on implementation of 20 per cent of identified National Action Plan for Women projects verified

Implementation of the National Action Plan for Women exceeds the implementation targets of 2009

Inter-ministerial committee reviewed the performance of a minimum of 50 per cent of 2009 National Action Plan for Women priority projects

(vi) Increased support to State institutions in implementing the Afghanistan Compact and the Afghanistan National Development Strategy with respect to counter-narcotics

Performance measures

2008: Number of poppy-free provinces: 18

Ministry of Counter-Narcotics offices established in all 34 provinces

11 provinces submit proposals to the Counter-Narcotics Trust Fund

Establishment of border control at all known illegal border crossings in western and southern Afghanistan

UNODC presence established in offices of the Ministry of Counter-Narcotics in 15 provinces

11 provinces develop provincial counter-narcotics plans

Estimate 2009: Number of poppy-free provinces: 22

Capacity of the Ministry of Counter-Narcotics provincial offices strengthened

Provincial counter-narcotics working groups established in all 34 provinces

Provincial counter-narcotics plans for the Counter-Narcotics Task Force developed in all 34 provinces

Border liaison offices established at Afghanistan's borders with the Islamic Republic of Iran and Pakistan: 3

Border controls established at all known illegal crossings in northern Afghanistan

Pre-planting public awareness campaigns promoted in all 34 provinces

Target 2010: Capacity of the Ministry of Counter-Narcotics provincial offices further strengthened

Poppy-free provinces remain at sustainable levels (20-25 provinces)

Integration of counter-narcotics plans into provincial development plans for 10 provinces

Counter-narcotics/alternative likelihood working groups exist in 10 provinces as functioning coordination bodies

Pre-planting public awareness campaigns promoted in all provinces with special focus on provinces which are largest producers

Quantity of drug seizures increases

Training of the Afghan National Police, Afghan Border Police and Counter-Narcotics Police

(vii) Increased ability of the Government of Afghanistan to manage humanitarian crises/issues/needs

Performance measures

2008: Provincial disaster preparedness plans developed in 14 provinces

10 provincial training courses conducted on disaster management

Humanitarian Action Plan 2009 for Afghanistan launched

	Estimate 2009: Provincial disaster preparedness plans completed for all 34 provinces
	Provincial disaster management committees established in 10 provinces
	United Nations agency contingency plans established
	Civilian-military coordination working groups set up in 8 regions
	Implementation of Humanitarian Action Plan 2009
	Target 2010: Appraisal and revision of provincial disaster preparedness plans for all 34 provinces
	Provincial disaster management committees established in 24 provinces
	Civilian-military coordination working groups set up in 10 provinces

Outputs

- Provision of support to the Ministry of Finance in the issuance of regular donors financial review reports
- Provision of coordination services to United Nations regional teams and advice to provincial reconstruction teams on alignment of their activities with the Afghanistan National Development Strategy priorities and provincial development plans
- Monitoring of civil service appointments in the region
- Provision of technical assistance to provincial development committees, provincial councils, governors and line ministries on implementation and monitoring of the provincial development plans
- Technical assistance to Government on monitoring gender mainstreaming in the implementation of the Strategy
- Participation in the monthly inter-ministerial committees on gender issues
- Provision of advice to the Ministry of Women's Affairs, other Ministries and subnational structures on implementation of the National Action Plan for Women
- Provision of technical advice and participation in consultations on counter-narcotics in relevant forums (e.g., Joint Coordination and Monitoring Board standing committees, working groups of the National Drug Control Strategy, Policy Action Group)
- Coordination of donor initiatives in follow-up to the Counter-Narcotics Trust Fund, including through the good performance initiative and the Comprehensive Agriculture and Rural Development programme
- Facilitate the Government's capacity-building relating to planning and implementation of counter-narcotics activities, including regional initiatives
- Monthly internal reports (12) on humanitarian activities and weekly situation update and analysis
- Provision of humanitarian coverage in regions where the Office for the Coordination of Humanitarian Affairs is not present

- Provision of civil-military training for UNAMA regional offices to enhance coordination
- Provision of advice and other support to the Government of Afghanistan to develop capacity for humanitarian action
- Participating in inter-agency and joint United Nations/non-governmental organization/Government of Afghanistan needs assessments/field missions to provide internal situation analyses/recommendations on gaps, needs and shortfalls
- Provision of advice for, and participation in, predeployment training of ISAF troops

External factors

27. The Mission is expected to achieve its objectives and expected accomplishments on the assumption that: (a) stakeholders maintain the necessary political and/or financial commitments; (b) the security situation in each particular region of the country remains conducive to an increased emphasis on implementation at the subnational level; and (c) natural disasters do not adversely affect reconstruction activities.

Expected accomplishments	Indicators of achievement
(e) Enhanced implementation of the Afghanistan Compact and the Afghanistan National Development Strategy benchmarks	(e) (i) Strengthened collaboration between the Government and the international community to determine and implement priorities through the Joint Coordination and Monitoring Board *Performance measures* 2008: Joint Coordination and Monitoring Board meetings: 4 Consultations with the Government and the international community through meetings of the Board co-chairs: 6 120 decisions and actions across 8 sectors by the Board Second annual report of the Board presented Restructuring of the Board into 3 standing committees on: (a) security; (b) governance, rule of law and human rights; and (c) economic and social development Estimate 2009: Decisions taken by the Board relating to at least 4 or 5 of the main priorities of the Afghanistan Compact and the Afghanistan National Development Strategy, in particular those outlined in the June 2008 Paris Declaration Board meetings: 3 or 4

Meetings of Board standing committees: 3 or 4

Third annual report of the Board presented

1 annual report outlining progress in implementing the Afghanistan National Development Strategy presented to the Board

Target 2010: Decisions taken by the Board relating to at least 4 or 5 of the main priorities of the Afghanistan Compact and the Afghanistan National Development Strategy, as outlined in the June 2008 Paris Declaration

Board meetings: 3 or 4

Meetings of Board standing committees: 3

Fourth annual report of Board presented

2 semi-annual reports outlining progress in implementing the Afghanistan National Development Strategy presented to the Board

(ii) Strengthened Government capacity to conduct effective donor coordination and increased ability to manage, evaluate and monitor aid effectiveness at the national and subnational levels

Performance measures

2008: not applicable

Estimate 2009: Donor coordination strengthened in the 5 priority sectors (agriculture, capacity-building, higher education/vocational training, private sector development and energy

A peer review mechanism launched

Target 2010: A systemic senior-level donor coordination mechanism is established and implemented on a monthly basis under the oversight of the UNAMA Special Adviser on Development

An increase of 10 per cent in donor assistance funding in alignment with agreed Government budget priorities is identified

A framework for support to increased international technical assistance (also known as the civilian surge) is developed and agreed with key contributing States

(iii) Increased support to State institutions in implementing national priorities as part of the Afghanistan National Development Strategy

Performance measures

2008: The Afghanistan National Development Strategy is completed and endorsed by the Government of Afghanistan and the international community

Establishment of new Afghanistan National Development Strategy implementation, monitoring and reporting structure within the Government of Afghanistan

Estimate 2009: 15 per cent of all provincial development plans are included in the national budget

Afghanistan National Development Strategy sectoral strategies finalized: 10

Sector strategies translated into fully designed programmes for donor funding

18 of 23 planned inter-ministerial committees are established and fully functional

The three bodies of the new implementation, monitoring and reporting structure are staffed and operational

Target 2010: 50 per cent of all provincial development plans are included into national budget

Operational inter-ministerial committees: 23

National strategies costed and translated into programmes for donor funding: 10

The Joint Coordination and Monitoring Board secretariat and Afghanistan National Development Strategy Monitoring and Evaluation Units are included in the national budget

(iv) Establishment of a fully functional information management system for the Monitoring and Evaluation Framework of the Afghanistan National Development Strategy

Performance measures

2008: The Afghanistan National Development Strategy Monitoring and Evaluation Unit within the Ministry of Economy, in collaboration with key Government stakeholders, including the Central Statistics Office, takes on responsibility for the regular monitoring and evaluation of the Strategy

The Afghanistan National Development Strategy Monitoring and Evaluation Advisory Group, comprising key stakeholders from the Government of Afghanistan and the international community, is established to support the design, financing and implementation of the Monitoring and Evaluation Framework of the Strategy

Assessment on harmonization of current information management systems in Afghanistan initiated

Estimate 2009: The Afghanistan National Development Strategy Monitoring and Evaluation Unit within the Ministry of Economy staffed and operational

The Afghanistan National Development Strategy Monitoring and Evaluation Framework, including a fully designed information management system, completed and endorsed by the Joint Coordination and Monitoring Board

A clear division of labour is established between the Ministry of Economy, the Ministry of Finance, the Central Statistics Office and the Independent Directorate of Local Governance on implementation of the Afghanistan National Development Strategy Monitoring and Evaluation Framework

First annual progress report on the implementation of the Afghanistan National Development Strategy presented

Target 2010: Fully operational information management system for the Monitoring and Evaluation Framework of the Afghanistan National Development Strategy established at both the national and subnational levels

All Afghanistan National Development Strategy indicators, and 80 per cent of development projects, are tracked within the Monitoring and Evaluation Unit and information management system

Capability to publish comprehensive Afghanistan National Development Strategy semi-annual implementation report

Access for all stakeholders in all locations to the Monitoring and Evaluation Unit and information management system

Outputs

- Facilitation by the Joint Coordination and Monitoring Board Co-chairs of regular consultations between the Government and the international community
- UNAMA takes a lead role in strengthening donor coordination and aid effectiveness at the national and subnational levels
- Provision of strategic advice and good offices to national and regional authorities and key stakeholders to support the implementation of the Afghanistan Compact and the Afghanistan National Development Strategy a Paris priorities
- Monitoring progress in the implementation of the Afghanistan Compact and the Afghanistan National Development Strategy, including the priorities outlined in the Paris Declaration, at the national and subnational levels
- Provision of support and technical assistance to the Joint Coordination and Monitoring Board secretariat
- Provision of advice on the Afghanistan National Development Strategy Monitoring and Evaluation Framework and the information management system
- Mobilization of financial assistance and technical support for the Afghanistan National Development Strategy Monitoring and Evaluation Units of the Ministries of Finance and Economy
- Supporting the incorporation by the line ministries of the Afghanistan National Development Strategy into fully designed programmes and projects
- Provision of advice and technical assistance for the peer review mechanism
- Facilitation of regular United Nations country team meetings to review United Nations activities in support of the Afghanistan Compact and the Afghanistan National Development Strategy
- Public information and outreach on the implementation of the Afghanistan National Development Strategy

External factors

28. The Mission is expected to achieve its objectives and expected accomplishments on the assumption that: (a) all stakeholders continue to provide the necessary political and financial commitment towards meeting the goals of the Afghanistan Compact and the Afghanistan National Development Strategy; (b) major political disruptions, including within the region, natural disasters, or any other national emergency situation do not impair the implementation of the Afghanistan Compact and the Afghanistan National Development Strategy.

III. Resource requirements

29. The proposed resource requirements for UNAMA for the period from 1 January to 31 December 2010 are estimated at $241,944,300 net ($256,579,500 gross) as shown in tables 1 and 3. Table 2 summarizes the staffing requirements, and table 3 details staffing requirements by location. The proposed resource requirements for 2010 reflect a net increase of $87,005,500 (or 56.2 per cent) over the approved budget for 2009.

30. The proposed increase is owing mainly to:

(a) The proposed establishment of 818 additional positions, including 146 international and 650 national positions, and 22 United Nations Volunteers;

(b) Costs associated with the opening of six additional provincial offices;

(c) The proposed implementation of the Security Gap project and the deployment of additional international security guards (Gurkhas) to all Mission locations across Afghanistan in view of the deteriorating security situation in the country;

(d) The proposed increase in the size of the air fleet of the Mission, including one additional fixed-wing and two additional rotary-wing aircraft, and their associated operational costs;

(e) The proposed incorporation of quick-impact projects for regions and provinces where UNAMA has and will have a presence.

31. To strengthen and expand the presence of UNAMA throughout the country, the Mission plans to open six additional provincial offices in Puli Alam (Logar) and Bazarak (Panjsher) (under the Kabul regional office); Sheberghan (Jawzjan) (under the Mazari Sharif regional office); Mehtarlam (Laghman) (under the Jalalabad regional office); Taluqan (Takhar) (under the Kunduz regional office); and Sharan (Paktika) (under the Gardez regional office). Details are contained in section F of the present report.

Table 1
Total resource requirements (net)

(Thousands of United States dollars)

	2009			*Requirements for 2010*		*Variance analysis 2009-2010*	
	Appropriations	*Estimated expenditures*	*Variance*	*Total*	*Non-recurrent*	*Approved budget 2009*	*Variance*
Category of expenditure	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)*	*(5)*	*(6)=(4)-(3)*	*(7)=(4)-(6)*
Military and police personnel costs	2 266.1	2 136.3	129.8	1 578.5	—	1 225.7	352.8
Civilian personnel costs	128 688.8	132 955.9	(4 267.1)	105 778.3	—	72 373.8	33 404.5
Operational costs	112 939.8	121 501.5	(8 561.7)	134 587.5	33 604.8	81 339.3	53 248.2
Total requirements	**243 894.7**	**256 593.7**	**(12 699.0)**	**241 944.3**	**33 604.8**	**154 938.8**	**87 005.5**

Table 2
Staffing requirements

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total inter-national***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	1	2	4	8	27	87	96	57	**282**	123	20	**425**	230	1 309	59	**2 023**
Proposed 2010	1	2	4	16	25	129	126	68	**371**	200	—	**571**	315	1 874	81	**2 841**
Change	—	—	—	**8**	**(2)**	**42**	**30**	**11**	**89**	**77**	**(20)**	**146**	**85**	**565**	**22**	**818**

Table 3
Staffing requirements by location

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total inter-national***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009																
Headquarters																
Kabul	1	2	4	7	20	57	47	18	**156**	74	20	**250**	76	472	40	**838**
Islamabad	—	—	—	—	—	1	1	—	**2**	—	—	**2**	2	2	—	**6**
Teheran	—	—	—	—	—	1	1	—	**2**	—	—	**2**	1	1	—	**4**
Regional and provincial offices																
Kabul	—	—	—	—	1	3	4	3	**11**	4	—	**15**	15	57	1	**88**
Kandahar	—	—	—	1	—	4	4	3	**12**	5	—	**17**	16	66	2	**101**
Zabul	—	—	—	—	—	—	1	1	**2**	1	—	**3**	3	24	—	**30**
Nimroz	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Uruzgan	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	—	**30**
Hilmand	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Hirat	—	—	—	—	1	4	4	3	**12**	5	—	**17**	15	57	2	**91**
Ghor	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Badghis	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Farah	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	1	**30**
Mazari Sharif	—	—	—	—	1	4	4	3	**12**	4	—	**16**	15	58	2	**91**
Faryab	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	1	**31**
Sari Pul	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	—	**30**
Jalalabad	—	—	—	—	1	4	4	3	**12**	4	—	**16**	14	61	2	**93**
Kunar	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Kunduz	—	—	—	—	1	3	4	3	**11**	4	—	**15**	14	57	2	**88**
Badakhshan	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Baghlan	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	1	**31**
Bamyan	—	—	—	—	1	3	4	3	**11**	4	—	**15**	15	56	2	**88**
Day Kundi	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	—	**30**
Gardez	—	—	—	—	1	3	4	3	**11**	4	—	**15**	15	56	2	**88**
Khost	—	—	—	—	—	—	1	1	**2**	1	—	**3**	3	24	—	**30**
Ghazni	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	1	**31**
Total 2009	**1**	**2**	**4**	**8**	**27**	**87**	**96**	**57**	**282**	**123**	**20**	**425**	**230**	**1 309**	**59**	**2 023**
Proposed 2010																
Headquarters																
Kabul	1	2	4	8	25	70	64	20	**194**	136	—	**330**	94	592	55	**1 071**
Islamabad	—	—	—	—	—	1	1	—	**2**	—	—	**2**	2	2	—	**6**

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Teheran	—	—	—	—	—	1	1	—	**2**	—	—	**2**	1	1	—	**4**
Regional and provincial offices																
Kabul	—	—	—	1	—	4	5	4	**14**	5	—	**19**	16	63	1	**99**
Puli Alam	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	35	—	**43**
Bazarak	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	35	—	**43**
Kandahar	—	—	—	1	—	4	4	3	**12**	7	—	**19**	18	74	3	**114**
Zabul	—	—	—	—	—	1	2	1	**4**	1	—	**5**	4	36	—	**45**
Nimroz	—	—	—	—	—	1	2	1	**4**	1	—	**5**	4	36	—	**45**
Uruzgan	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	37	—	**45**
Helmand	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	35	—	**43**
Hirat	—	—	—	1	—	5	5	3	**14**	6	—	**20**	18	66	3	**107**
Ghor	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	36	—	**44**
Badghis	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	36	—	**44**
Farah	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	36	1	**45**
Mazari Sharif	—	—	—	1	—	5	5	3	**14**	5	—	**19**	17	63	3	**102**
Faryab	—	—	—	—	—	1	1	2	**4**	1	—	**5**	4	37	1	**47**
Sari Pul	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	37	—	**45**
Sheberghan	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	35	—	**43**
Jalabad	—	—	—	1	—	5	4	3	**13**	5	—	**18**	16	69	3	**106**
Kunar	—	—	—	—	—	1	1	2	**4**	1	—	**5**	4	36	—	**45**
Mehtarlam	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	35	—	**43**
Kunduz	—	—	—	1	—	5	4	3	**13**	5	—	**18**	16	62	3	**99**
Badakhshan	—	—	—	—	—	1	2	1	**4**	1	—	**5**	4	36	—	**45**
Baghlan	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	37	1	**46**
Taluqan	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	35	—	**43**
Bamyan	—	—	—	1	—	4	4	3	**12**	5	—	**17**	16	67	3	**103**
Day Kundi	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	32	—	**40**
Gardez	—	—	—	1	—	4	4	3	**12**	5	—	**17**	17	65	3	**102**
Khost	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	36	—	**44**
Ghazni	—	—	—	—	—	1	2	1	**4**	1	—	**5**	4	37	1	**47**
Sharan	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	35	—	**43**
Total 2010	**1**	**2**	**4**	**16**	**25**	**129**	**126**	**68**	**371**	**200**	**—**	**571**	**315**	**1 874**	**81**	**2 841**
Change	**—**	**—**	**—**	**8**	**(2)**	**42**	**30**	**11**	**89**	**77**	**(20)**	**146**	**85**	**565**	**22**	**818**

32. The budget proposal for 2010 includes:

(a) The proposed conversion of 1 existing General Service (Principal level) position and 19 existing General Service (Other level) positions to the Field Service category in accordance with General Assembly resolution 63/250 on the harmonization of conditions of service, as detailed in table 4;

(b) The proposed redeployment of 51 existing positions, as detailed in table 5;

(c) The proposed upwards reclassification of 12 existing positions, as detailed in table 6.

Table 4
Proposed conversion of existing General Service positions to the Field Service category

Unit	*Number of positions*
Immediate Office of the Special Representative of the Secretary-General for Afghanistan	2
Strategic Communications and Spokesperson Unit	1
Immediate Office of the Deputy Special Representative of the Secretary-General (Pillar I)	1
Political Affairs Division	1
Immediate Office of the Deputy Special Representative of the Secretary-General (Pillar II)	1
Special Adviser on Development	1
Afghanistan National Development Strategy Support Unit	1
Direct Office of the Chief of Staff	1
Legal Affairs Unit	1
Resident Auditor Unit	1
Subtotal substantive units	**11**
Office of the Chief of Mission Support	1
Finance Section	3
Procurement Section	2
Human Resources Section	1
General Services Section	1
Communications and Information Technology Section	1
Subtotal mission support	**9**
Total	**20**

Table 5
Proposed redeployment of existing positions

From	*To*	*Position*
Human Rights Unit	Child Protection Unit	1 P-4
Counter-Narcotics Unit	Governance, Rule of Law, Police Reform and Counter-Narcotics Division	1 D-2
Humanitarian Affairs	Resident Coordinator/United Nations Country Team Unit	1 P-3 1 P-2 1 NO
Subtotal substantive units		**5**
Office of Technical Services	Supply/Fuel Cell Section	2 FS 1 LL 1 UNV
Air Operations Section/Movement Control Section	Air Operations Section	1 P-4 1 P-3 2 NO 4 LL
Air Operations Section/Movement Control Section	Movement Control Section	2 FS 2 NO 17 LL
General Services Section	Human Resources Section/Travel Unit	2 FS 3 LL 1 UNV
Training Section	Human Resources Section/Training Unit	1 P-3 2 NO 2 LL 2 UNV
Subtotal mission support		**46**
Total		**51**

Table 6
Proposed reclassification of existing positions

Unit	*From*	*To*
Resident Coordinator Unit/United Nations Country Team Unit	P-2	P-3
Resident Coordinator Unit/United Nations Country Team Unit	P-3	P-4
Conduct and Discipline Unit	P-4	P-5
Security Section	P-4	P-5
Subtotal substantive units	**4**	**4**
Kabul regional office — Central region	P-5	D-1
Hirat regional office	P-5	D-1
Mazari Sharif regional office	P-5	D-1
Jalalabad regional office	P-5	D-1
Subtotal regional offices	**4**	**4**

Unit	*From*	*To*
Human Resources Section	P-3	P-4
Human Resources Section	P-4	P-5
Budget and Planning Section	P-4	P-5
Procurement Section	P-2	P-3
Subtotal mission support	**4**	**4**
Total	**12**	**12**

33. The total proposed staffing for UNAMA for the period from 1 January to 31 December 2010 is 2,841. This figure reflects an increase of 146 international positions (8 D-1, 42 P-4, 30 P-3, 11 P-2, 77 Field Service), 650 national positions (85 National Officers and 565 Local level), and 22 United Nations Volunteers.

34. The staffing component for 2010 of the regional and provincial offices, including the 8 existing regional offices and the 15 existing and 6 proposed provincial offices, would include 1,760 positions, which includes the proposed increase of 585 positions at various levels, as shown in the annex to the present report.

A. Office of the Special Representative of the Secretary-General for Afghanistan

Immediate Office of the Special Representative of the Secretary-General for Afghanistan

International staff: conversion of 1 General Service (Principal level) and 1 General Service (Other level) positions to the Field Service category

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total inter-national***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	1	—	—	—	1	1	—	—	**3**	—	2	**5**	—	2	—	**7**
Proposed 2010	1	—	—	—	1	1	—	—	**3**	2	—	**5**	—	2	—	**7**
Change	—	—	—	—	—	—	—	—	—	**2**	**(2)**	—	—	—	—	—

35. The Immediate Office of the Special Representative of the Secretary-General serves him both substantively and administratively. The Office provides the Special Representative with strategic advice and serves as a liaison with the office of the Chief of Staff, other units reporting directly to the Special Representative and the two pillars of the Mission. The Office also provides the Special Representative with support in the planning of programmes, arrangement of meetings with high-level national and international officials, and travel schedules and programmes within and outside the Mission area.

36. It is proposed to convert one existing General Service (Principal level) position and one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Human Rights Unit

International staff: *increase of 3 positions (1 P-5, 1 P-4 1 Field Service); redeployment of 1 position (P-4) to the newly established Child Protection Unit (Pillar II)*

National staff: *increase of 4 positions (2 National Officer and 2 Local level)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	1	2	4	3	—	**10**	—	—	**10**	4	7	1	**22**
Proposed 2010	—	—	—	1	3	4	3	—	**11**	1	—	**12**	6	9	1	**28**
Change	—	—	—	—	**1**	—	—	—	**1**	**1**	—	**2**	**2**	**2**	—	**6**

37. The Human Rights Unit monitors the enjoyment of human rights in Afghanistan as well as the protection of civilians by systematically verifying human rights violations and the full respect for human rights and international humanitarian law in Afghanistan. It also supports and provides technical assistance to the Government of Afghanistan, AIHRC and Afghan civil society human rights institutions and has furthered its partnership with AIHRC by agreeing on and implementing joint or complementary advocacy, promotion and protection activities, including training and education, monitoring, verification, reporting and intervention on key human rights issues. The Unit serves the crucial role of promoting human rights and supporting the Government of Afghanistan and the judiciary and civil society in creating a human rights compliant environment. It also undertakes field-based monitoring and reporting, conducts and designs training sessions and awareness campaigns and develops strategic partnerships with international partners, the Government of Afghanistan and non-governmental actors to promote respect for and protection of human rights. The coordination of human rights activities within the United Nations country team is facilitated through the Human Rights Thematic Group.

38. As it evolves, the human rights situation in Afghanistan poses new challenges as well as fresh opportunities to advance respect for and the realization of human rights. Additional challenges faced by the Unit in fulfilling its mandate are the deteriorating security situation, the increased impact on civilians arising from the armed conflict, push-back against the media, and violence against women, which is of particular concern in the context of elections and the ability of women to participate in public life.

39. Operationally, the mandate of the Unit includes monitoring and reporting on the human rights situation in Afghanistan, and promoting, including advocating for, protection from and prevention of human rights violations. The focus of the Unit

ranges from issues related to the protection of civilians to civil and political rights, including those related to detention, freedom of expression, violence against women and elections. In addition, economic and social and cultural rights, including the right to health, housing and an adequate standard of living, are of great importance. The Unit engages in capacity-building and cooperates with the Government of Afghanistan, AIHRC, and civil society actors.

40. The Unit faces two key challenges to its ability to monitor, report on and promote human rights, namely, the intensification of the conflict and widespread impunity, including the shrinking space within which Afghan civil society is able to advocate on human rights issues.

41. The changing human rights landscape in Afghanistan includes a dramatic surge in the number of incidents involving civilian casualties throughout 2008 and 2009, and, with it, an urgent need to accord more attention and action to the protection of civilians. Those trends are expected to persist in 2010. The pressing issues confronting the human rights agenda in Afghanistan have intensified, thereby requiring that more resources be dedicated to conflict-related human rights concerns at the level of headquarters in Kabul that are aimed at supporting and giving direction to field-level monitoring and outreach work. This includes meeting demands for increasing requests for reporting on and analysis of issues related to the protection of civilians and a sustained engagement in inter-agency mechanisms, consciousness-raising and training, and enhanced database capabilities.

42. The holding of elections in the country, coupled with political and other agendas that threaten to roll back some of the gains that have been reached, underline the importance of increased attention to issues, such as the role of women in public life and freedom of expression. It is equally important to build on and enhance investment in capacity-building of government, non-governmental partners as well as AIHRC.

43. Improved opportunities to advance the human rights agenda include the enhanced awareness of the impact of the conflict on civilians and its political ramifications. In addition, while civil society actors are confronted with many challenges, they are no less committed to acquiring the skills and capacity at the grass-roots level that are to combat the pervasive climate of impunity.

44. Taking into account its mandate and the evolving situation in Afghanistan, the Unit has identified the following areas as thematic priorities: protection of civilians; freedom of expression, which is particularly linked with the ongoing electoral campaign; transitional justice; women's rights; economic, social and cultural rights that are linked to aid effectiveness and rights-based programming; detention-related rights (conflict, non-conflict), particularly in view of the ongoing electoral campaign, which will continue into 2010 with parliamentary elections; continued cooperation with and capacity-building of the Afghan authorities, AIHRC, and civil society actors; and the presidential, provincial council and parliamentary elections held in 2009 and continuing in 2010.

45. The Human Rights Unit at headquarters in Kabul will continue to provide services to internal and external stakeholders; government institutions; AIHRC and civil society organizations; field staff for the coordination, supervision and management and substantive and logistical support; the Department of Peacekeeping Operations/UNAMA for liaison, reporting and analysis, and policy

advice to the Special Representative of the Secretary-General, Emergency Relief Coordinator at Headquarters in New York; and OHCHR for reporting and analysis, project implementation and general feedback, for which OHCHR will continue to provide a position at the P-3 level. The Unit is also tasked with serving as the interface at the central level with all relevant coordination bodies, including the United Nations country team, the humanitarian country team, and the Afghanistan protection cluster.

46. Currently, the Unit is experiencing significant capacity gaps in the following substantive, policy and management areas: protection of civilians; promotion, advocacy and outreach; field support/recruitment; and coordination/management support. It intends to enhance its capacity to address issues related to the protection of civilians in conflict and to take up other human rights concerns identified at the field level, including elections, violence against women and freedom of expression.

Protection of civilians

47. The Unit will continue to monitor and report on the situation of civilians in conflict, in accordance with Security Council resolution 1868 (2009), for which a strengthened capacity is proposed. In addition, the increasing complexity and scope of the conflict in Afghanistan has multiplied demands on the Unit. The success of the Unit in engaging international military forces in discussions about issues related to the protection of civilians, including compliance with international humanitarian law, and the concomitant need to increase efforts to encourage all parties to the conflict comply with international humanitarian law, requires dedicated staff with expertise in the protection of civilians.

48. Internally, the prominence and visibility of issues related to the protection of civilians has resulted in the heavy reliance by UNAMA on the Unit to produce timely and accurate reports to the Emergency Relief Coordinator, the Secretary-General, the Security Council and other United Nations mechanisms, as well as to Afghan-based mechanisms, such as the inter-agency Afghanistan protection cluster. In addition to those increasing demands, the Unit is also responsible for continuing to provide guidance and support to human rights staff in the field. At present, the Unit lacks adequate capacity to conduct the type of analysis that is required of information received from field offices on protection of civilians and to use that information for reporting, advocacy, or strategic planning.

49. It is therefore proposed to establish an additional position of Human Rights Officer/Protection of Civilians Officer at the P-5 level. The incumbent of the position would oversee all substantive work of the Unit and the field relevant to the protection of civilians. He or she would be responsible for overseeing investigations of civilian casualties; developing training and advocacy strategies for staff capacity-building, at the central and field levels; and implementing and carrying out high-level advocacy with international military forces, the Government of Afghanistan, civil society and the opposition in relation to protection of civilians.

50. It is also proposed to establish an additional position of Human Rights Officer at the P-4 level. The incumbent of the post would be responsible for establishing a clear methodology and procedures to produce reports quickly in order to meet growing demands for reporting; participating in key forums at the national level, such as the inter-agency humanitarian country team and the Afghanistan protection cluster, in order to promote issues related to the protection of civilians and ensure a

coordinated and appropriate response; institutionalizing interaction with international military forces on issues related to the protection of civilians; and providing technical advice to national partners, including AIHRC.

51. It is also proposed to establish an additional National Officer position. The incumbent of the position would fill the widening gap in staffing resources at the national level in the Unit resulting from the worsening of the conflict in Afghanistan, which generates the need for more case investigation and oversight of incidents and a heightened demand for liaison activities with field officers and other interlocutors.

Elections

52. In view of the increasing demands placed on the Human Rights Unit in relation to parliamentary elections and in order to successfully promote human rights, it is required to ensure close coordination with Afghan partners and support to Afghan civil society throughout this process.

53. It is therefore proposed to establish one additional National Officer and two additional Local level positions to support the elections team. The incumbent of the proposed National Officer position would be responsible for building upon existing partnerships and contacts with Afghan civil society to help them develop a cohesive agenda and assist them in contributing more effectively to the election process. The incumbents of the proposed local level positions would be responsible for coordinating with Afghan partners; supporting the field offices work with regional Afghan civil society; and providing administrative support, including translation.

Administration

54. The recruitment of staff for the Unit requires coordination with OHCHR and the Department of Peacekeeping Operations in assessing the required technical human rights knowledge and skills of the candidates during short-listing and the interview/selection process. It is therefore proposed to establish an additional Field Service position, the incumbent of which would support recruitment activities and other staff-related issues. He or she would liaise with OHCHR and the Department of Peacekeeping Operations in carrying out duties related to the identification, recruitment and training of human rights staff. This liaison role, which would be a new function of the Unit, would be aimed at ensuring that an appropriate human rights capacity is present in Afghanistan.

55. It is also proposed to redeploy one existing position at the P-4 level to the newly established Child Protection Unit under Pillar II, the incumbent of which would serve as a liaison with the Human Rights Unit on matters related to the rights of children. The incumbent of the position would contribute to the monitoring of and reporting on grave child rights violations as well as to the coordination of response mechanisms to violations and capacity-building efforts of AIHRC on protection of children in armed conflict.

Strategic Communications and Spokesperson Unit

International staff: *conversion of 1 General Service (Other level) position to the Field Service category*

National staff: *increase of 7 positions (1 National Officer, 6 Local level) (new)*

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	1	1	2	5	—	9	—	1	10	5	7	—	22
Proposed 2010	—	—	—	1	1	2	5	—	9	1	—	10	6	13	—	29
Change	—	—	—	—	—	—	—	—	—	1	(1)	—	1	6	—	7

56. The Strategic Communications and Spokesperson Unit will continue performing the functions described in paragraph 36 of A/63/346/Add.4.

57. The Unit has further expanded its field presence in Afghanistan in 2009, increasing the visibility and impact of the Mission beyond Kabul and in support of the overall strengthened field operations. In 2009, regional press and communications teams were established in Hirat, Mazar, Jalalabad and Kunduz. The Mission's remaining regional offices currently each have one national staff member working in public information. This expansion has allowed, among other things, the development of new public information products, and in particular has led to an increase in publications and web-based public information in both Dari and Pashto. In order to support those outputs and enhance capacity-building among national communications personnel, it is proposed to establish one additional National Officer and six Local level positions, as follows:

(a) National Public Information Officer (Pashto) (1 National Officer) responsible for developing Pashto-language public information products to better meet the needs of target audiences; and providing content and ensuring quality control for the dedicated Pashto-language website introduced in 2009;

(b) Administrative/Public Information Assistant (1 Local level) responsible for assisting the media relations staff of the Unit by handling the increased need for daily support and the logistical organization of press and other public events;

(c) Senior Publications/Press Assistant (1 Local level) responsible for working with the publications and web editors of the Unit for the production operations related to the Dari and Pashto content for the Mission's various newsletters, magazines and news releases, as well as articles for media and websites;

(d) Senior Cameraman (1 Local level) responsible for producing and disseminating television and video materials in support of the increasing work of the Unit with television channels in the regions; and working with and supporting the Assistant Video Producer in the production of public service announcements, documentaries and other programming. In addition, the establishment of the position will allow for improved support to initiatives undertaken jointly with United Nations Television;

(e) Senior Photographer (1 Local level), responsible for providing photos for the Mission and its publications, documenting Mission activities, managing the database of UNAMA photos, organizing photo exhibits as needed, and supporting the Mission's photo-of-the-day service;

(f) Clerk/Public Information Office Manager (2 Local level) responsible for overseeing the Unit's public information office spaces, including managing secure storage of equipment, inventory control, cataloguing and distribution of public information and campaign products, transportation and installation of public information equipment and products at external events, and management of dissemination chains between Kabul and the regions.

58. It is also proposed to convert one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Analysis and Planning Unit

International staff: increase of 2 positions (1 P-4, 1 P-2) (new)

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	1	1	3	3	1	**9**	—	—	**9**	3	7	—	**19**
Proposed 2010	—	—	—	1	1	4	3	2	11	—	—	**11**	3	7	—	**21**
Change	—	—	—	—	—	**1**	—	1	**2**	—	—	**2**	—	—	—	**2**

59. The Analysis and Planning Unit will continue to assist the Special Representative of the Secretary-General in setting the general direction of the Mission and supporting the strategic coordination and monitoring functions of the Joint Coordination and Monitoring Board.

60. The Unit is responsible for providing analysis and strategic planning, taking into account existing critical challenges and opportunities in Afghanistan; developing and planning an integrated approach to be implemented at the district level, taking into account political, security and development dimensions and liaising closely with the political and development pillars of the Mission, regional and field offices, the North Atlantic Treaty Organization (NATO)/ISAF and donors; fulfilling the duties of a Mission-wide analysis centre to support the Mission with timely and accurate analysis; producing policy documents, background briefing papers, talking points and speeches for the Special Representative of the Secretary-General; and providing a secretariat function as well as analytical inputs to the Joint Coordination and Monitoring Board.

61. Established in 2009, the Unit was assigned nine international positions (1 D-1, 1 P-5, 3 P-4, 3 P-3, 1 P-2) to support the Special Representative of the Secretary-General in his function as co-chair of the Joint Coordination and Monitoring Board, to provide strategic guidance and cross-sectoral analysis to the Special Representative and the senior staff of the Mission and to implement an integrated approach.

62. The integrated approach was launched at the end of 2008 in response to the number of districts that had become partially or fully inaccessible to the Government of Afghanistan. The integrated approach represents a mechanism that seeks to concentrate key programmes across the security, political, governance and development areas to prevent backsliding and to stabilize critical districts that are under pressure of infiltration by insurgents. This requires intensive coordination among the ministries of the Government of Afghanistan, UNAMA and ISAF. The Integrated Approach Working Group was constituted in November 2008 and comprises the Government of Afghanistan, led by the Independent Directorate of Local Governance, UNAMA, ISAF and key donors. The working group identified more than 50 critical districts, of which 5 have been fast-tracked for political profiling and joint assessments. It is expected that the integrated approach will continue to expand into other districts in 2010. Most of the coordination required to ensure proper planning of the district-tailored approach takes place at the field level. However, UNAMA in Kabul is involved in daily and strategic coordination with the Government of Afghanistan, NATO/ISAF and key donors, and to follow-up on the implementation of the integrated approach.

63. In order to support the implementation of the integrated approach, it is proposed to establish two additional positions at the P-4 and P-2 levels, as detailed below:

(a) Coordination Officer (1 P-4) responsible for the Integrated Approach Working Group; preparing policy and option papers in support of the implementation of the integrated approach; liaising with key stakeholders to generate consensus on strategic decisions; preparing and facilitating meetings, ensuring official communication and collecting, analysing and assimilating information needed for decision making by senior staff of the Mission; and maintaining close working relations with NATO/ISAF, the Government of Afghanistan and key donors;

(b) Associate Political Affairs Officer (1 P-2) responsible for supporting the development, planning and implementation of the integrated approach in the districts; supporting UNAMA field offices in generating district profiles, which will serve as the analytical framework for the integrated approach; analysing the security, governance and development requirements of selected districts in a holistic manner; and advising the Unit on matters related to the implementation of the integrated approach.

Security Section (including the Integrated Department of Safety and Security/Department of Peacekeeping Operations Security Management System)

International staff: *increase of 22 positions (1 D-1, 1 P-4, 1 P-3, 1 P-2, 18 Field Service) (new); reclassification of 1 position from the P-4 to the P-5 level*

National staff: *increase of 21 positions (Local level) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	1	2	6	5	**14**	36	—	**50**	—	150	2	**202**
Proposed 2010	—	—	—	1	2	2	7	6	18	54	—	**72**	—	171	2	**245**
Change	—	—	—	1	**1**	—	**1**	1	**4**	18	—	**22**	—	21	—	**43**

64. The Security Section will continue performing the functions described in paragraphs 40 and 41 of A/63/346/Add.4.

65. The status-of-mission agreement between UNAMA and the Government of Afghanistan stipulates that the primary responsibility for the protection of United Nations staff members, their spouses, eligible dependants and property, and of the Mission's property, rests with the host Government. In turn, the Mission is tasked with assisting the host Government in developing its capability to maintain law and order in order to protect its nationals and property and to provide adequate protection to the staff and assets of the United Nations.

66. The Mission's civilian staff operates in areas and scenarios in which serious instability and insecurity are the usual pattern, and their work is actually focused on how to revert those situations through the implementation of capacity-building programmes and projects. Consequently, security planning to protect UNAMA staff members requires the ability to assess the situation on the ground and continual consultations with the host Government.

67. The Mission's Senior Security Officers have approached the highest levels of the Afghan National Security Forces over the past several years to voice security concerns and decide on courses of action. At the same time, UNAMA and United Nations Security in Afghanistan consult regularly with ISAF and, as required, seek ISAF support to protect United Nations civilian staff and property under specific circumstances, such as the escort of logistic convoys or evacuation in extremis assistance. Owing to the constant change and rotation of troops as well as changes in the overall ISAF strategy in Afghanistan, the United Nations and the Mission's Security Section require constant and regular interaction with the highest levels of ISAF command in order to ensure the security of UNAMA operations and activities, bearing in mind the complementary mandates given by the Security Council.

68. It is therefore proposed to establish an additional position of Principal Security Adviser at the D-1 level, the incumbent of which would report directly to the Special Representative of the Secretary-General at the policy level. The proposed increase in the staffing of the Security Section under the Department of Safety and Security integrated structure would align the staffing strength of the Mission above that approved for the United Nations Assistance Mission for Iraq (UNAMI), and comparable to the strength of the United Nations Advance Mission in the Sudan (UNMIS), both of which are headed by a Principal Security Adviser at the D-1 level. The role of the Principal Security Adviser in UNAMA would be equivalent to those in UNAMI and UNMIS. The Mission's Security Section under the Department of Safety and Security-Afghanistan integrated structure will continue to be under the operational command and control of the Chief Security Officer.

69. The Principal Security Adviser will be responsible for coordinating with the Deputy Special Representative of the Secretary-General (Pillar I) and focusing on all United Nations security-related matters by interacting with counterparts at the highest levels of the Afghan National Security Forces and ISAF. The Chief Security Adviser will continue to oversee the full operational command of the Integrated Security Structure in Afghanistan, reporting directly to the Special Representative of the Secretary-General/Designated Official. The functions of the Chief Security Adviser would remain at the policy level without any operational command on the security structure in place.

70. The Mission's Chief Security Officer is at the same time the Department of Safety and Security-Afghanistan Deputy to the Chief Security Adviser. Therefore, the UNAMA Chief Security Officer serves the Integrated Security Structure in Afghanistan and the Mission's Security Section. The Chief Security Officer reports directly to the Head of Mission in his roles as Special Representative of the Secretary-General and Designated Official through the Department of Safety and Security Chief Security Adviser. In the absence of the Chief Security Adviser, the Chief Security Officer also reports to the Department of Safety and Security at Headquarters in New York. The Chief Security Officer is responsible and accountable for the safety and security of UNAMA staff, facilities and operations. Furthermore, in line with the Chief Security Adviser policy, the Chief Security Officer provides advice to the Mission senior staff on all security-related matters. He or she is also responsible for overseeing all internationally recruited security professionals, Field Service staff and all nationally recruited security staff deployed throughout the country in field offices. In addition, the Chief Security Officer in liaison with the Department of Safety and Security-Afghanistan under the leadership of the Department of Safety and Security-Chief Security Adviser, the incumbent is responsible for meeting frequently with international military officials at the rank of Colonel and Lt. Colonel, as well as with the Afghan Ministry of Interior and the National Directorate of Security Officials at the rank of Major-General.

71. In view of the increasing duties and responsibilities of the Chief Security Officer described above, the number and level of staff under his or her supervision, the level of United Nations and non-United Nations officials with whom he or she is responsible for liaising, and in line with the anticipated further expansion of the Mission, it is proposed to reclassify the position of Chief Security Officer from the P-4 to the P-5 level. The Chief Security Officer, commander of the Security Section, will continue to report to the Special Representative of the Secretary-General through the Chief Security Adviser, who is commander of the Department of Safety and Security-Afghanistan integrated structure, and to the Principal Security Adviser.

72. It is also proposed to establish one additional position of Deputy Chief Security Officer at the P-4 level, the incumbent of which would report directly to the Chief Security Officer. In view of the increasing responsibilities of the Field Security Adviser and in order to fill the existing gap in liaison between security units and outside UNAMA coordination on a daily basis, he or she will share responsibilities with the Field Security Adviser in the areas of management of headquarters in Kabul and regional security staff and operations. Furthermore, in the absence of the Chief Security Officer, he or she will be responsible for interacting with senior managers to provide advice and recommendations on security-related matters. In addition to his or her functions as deputy, he or she will be responsible for coordinating the Mission-wide operational requirements in logistics, administrative and budgetary issues related to security; supervising the Field Security Adviser and the Pass and Identification Unit; and, through the Chief Security Officer, meeting frequently with other United Nations agency representatives, United Nations international security officers, international military officials, international security officers of other entities, and with officials of the Government of Afghanistan.

73. It is also proposed to establish one additional position of Information Analyst at the P-3 level in the Security Information and Operations Centre. The functions of the position will be dedicated to follow-up on threats and security incidents

affecting the United Nations. During the establishment of the Centre, it was noted that the average monthly level of security incidents in Afghanistan was 60. Since then, the analysis of regional conflicts that have an impact on the security situation in Afghanistan has been added to the responsibilities of the Centre (para. 41 of A/63/346/Add.4 refers). The average level of monthly incidents in 2008 was 711, while the average for the first four months of 2009 was 700. Furthermore, it is expected that with the elections in 2010, which will involve an estimated 3,000 candidates for Parliament and an unknown number upwards of 24,000 for the district councils, as well as an intensifying insurgency in both Afghanistan and Pakistan, security incidents will increase. In addition, it is anticipated that the number of United Nations staff will increase significantly in response to the support provided to AIEC and other actors, such as the Electoral Complaints Commission. The involvement of the Security Information and Operations Centre in security planning for the upcoming elections in Afghanistan was initiated in 2008, with the Centre representing the United Nations at the weekly threat assessment meetings with the Afghan National Security Forces. In addition, security officers of the UNDP-ELECT Project also rely on the Centre to provide analysis of threats received, which also adds to the workload of the Centre.

74. The electoral process and threats emanating from it as well as the numbers of incidents affecting the United Nations directly have also increased. Forty-one incidents affecting the United Nations were recorded in 2007, and 90 were recorded in 2008. Furthermore, the number of threats has also increased. The Security Information and Operations Centre, jointly with the Analysis and Planning Unit, issues a weekly forecast of threats, which are also increasing. Determining the origin of the threats has become an additional analytical requirement for the Centre. In particular, in 2010, it is highly likely that incidents against the United Nations will increase owing to the significantly enhanced/strengthened presence and exposure of the United Nations as well as owing to changes in the insurgency, which are likely to make the United Nations a more relevant target. Establishing the position of Information Analyst in the Centre will serve to complement and strengthen the production and issuance of analytical products arising as a result of the changing security environment as described above.

75. It is also proposed to establish one additional position of Security Officer at the P-2 level in the Security Information and Operations System. The Operations System will integrate the Mission's security information, security clearance information (international and local travel), warden plans and field missions tracked by the radio rooms and link this information over maps to obtain a situational report that can support United Nations security operations in the field in real time. The incumbent of the position will therefore be responsible for providing information technology support to the Security Section regarding web design, the management and development of databases and use of the Geographic Information System tools to build and maintain the Security and Information Operations System.

76. It is also proposed to establish 18 additional positions in the Field Service category, as follows:

(a) Security Assistant for the Security Information and Operations Centre (1 position): Processing of the volume of information received in the Centre both in electronic format and hard copy is beyond the capability of the current staff. Analysts are spending much of their time on simple collation tasks. The incumbent

of the position will therefore be responsible for arranging the collation of increasing security incidents;

(b) Security Assistant for Logistics, Finance and Budget (1 position): In view of the anticipated further expansion of the Mission, increased security support will be required to respond to the Mission's growth in infrastructure, equipment and staff. The incumbent of the position will therefore be responsible for managing the approved resources of the Security Section;

(c) Security Officer/Special Investigations Unit (1 position): The incumbent of the position will carry out duties as Security Officer and will focus on carrying out security investigations;

(d) Security Officer/headquarters in Kabul (2 positions): Currently, the Security Section at headquarters in Kabul has three Security Officers (Field Service) whose main areas of responsibility are to provide 24-hour-a-day, 7 days a week security management for the compound, infrastructure and staff at Compound B, Palace 7, the United Nations Operations Centre in Afghanistan and the UNAMA Terminal at the Kabul International Airport; the Security Operations Centre, which also operates 24 hours a day, 7 days a week; the warden system; accommodation, office and residential minimum operating security standards assessments and inspections; management of both armed and unarmed United Nations security guards; security coordination for VIP visitors; security coordination for meetings and events; and close coordination with the Department of Safety and Security and government and international security forces. In order to support the above increased demands, the incumbents of the proposed positions would be responsible for the management of the Mission's security operations, including staff tracking and clearance, the national and international warden system, electronic databases and the management of armed and unarmed security guards;

(e) Firearms Training Officer (1 position): The incumbent of the position will carry out the duties of Firearms Training Officer and will be responsible for assisting the current Firearms Training Officer in the performance of firearms certification, recertification, retraining and skills maintenance;

(f) Personal Protection Officer (10 positions) and Personal Protection Team Leader (2 positions): In accordance with the Mission's security risk assessment, and as recommended by the Department of Safety and Security mission assessment carried out in June 2008, the following minimum standards are required to support close protection operations for designated senior United Nations staff: five Personal Protection Officers to maintain an evening/night/residential security shift on a 24-hour rotational basis; five Personal Protection Officers to provide personal protection services to a fifth designated protected or VIP visitor as required; to provide required security training and a surge capacity for response in the event of security incidents; and two team leaders to provide supervision and leadership support to 36 Personal Protection Officers divided into three teams.

77. It is also proposed to establish 21 additional Local level positions, the incumbents of which would be deployed as security guards in order to ensure smooth operations and uninterrupted 24-hour-a-day, 7 days a week security coverage of the Mission's premises and staff at headquarters in Kabul.

B. Office of the Deputy Special Representative of the Secretary-General (Political Affairs) (Pillar I)

Immediate Office of the Deputy Special Representative of the Secretary-General (Political Affairs)

International staff: conversion of one General Service (Other level) position to the Field Service category

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	1	—	—	—	2	1	1	**5**	—	1	**6**	—	1	—	**7**
Proposed 2010	—	1	—	—	—	2	1	1	**5**	1	—	**6**	—	1	—	**7**
Change	—	—	—	—	—	—	—	—	—	**1**	**(1)**	—	—	—	—	—

78. The Office of the Deputy Special Representative of the Secretary-General for Political Affairs (Pillar I) will continue to perform the functions described in paragraphs 47, 48 and 49 of A/63/346/Add.4.

79. It is proposed to convert one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Political Affairs Division (including the UNAMA Liaison Offices in Islamabad and Teheran)

International staff: increase of 3 positions (P-3) (new); conversion of 1 General Service (Other level) position to the Field Service category

National staff: increase of 2 positions (1 National Officer, 1 Local level) (new)

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009[a]	—	—	1	1	2	6	4	—	**14**	—	1	**15**	8	11	2	**36**
Proposed 2010[a]	—	—	1	1	2	6	7	—	**17**	1	—	**18**	9	12	2	**41**
Change	—	—	—	—	—	—	**3**	—	**3**	**1**	**(1)**	**3**	**1**	**1**	—	**5**

[a] Includes 1 P-4, 1 P-3, 1 National Officer and 1 Local level positions deployed to the Teheran Liaison Office, and 1 P-4, 1 P-3, 2 National Officer and 2 Local level positions deployed to the Islamabad Liaison Office.

80. The Political Affairs Division will continue to perform the functions described in paragraphs 51 to 54 of A/63/346/Add.4. The work of the Division has undergone manifold increase, which directly resulted in increased work and responsibilities for the Director. In order to keep pace with the increased workload of the Director, additional capacity will be required in the following areas: political outreach, national reconciliation and peacebuilding; efforts to build and realize synergies with NATO/ISAF; and formulation of a more coherent internationally accepted strategy

towards Afghanistan. In addition, by its resolution 1806 (2008), the Security Council affirmed the vital importance of promoting regional cooperation as a means to develop a secure Afghanistan.

81. It is therefore proposed to establish an additional position of Political Affairs Officer for Regional Cooperation at the P-3 level. The incumbent of the position will be responsible for identifying new opportunities for regional cooperation based on mutual confidence and impartiality and sharpening existing initiatives to increase the role of Afghanistan's neighbouring countries in its reconstruction and development; working closely with institutions of the Government of Afghanistan to strengthen their ability to conceive, formulate and implement regional projects; identifying forums to discuss lessons learned, identify common problems, solve regional disputes and introduce corrective actions; monitoring developments in the neighbouring countries of China and the Islamic Republic of Iran as well as in the region of Central Asia, and subsequently undertaking analysis of their political impact on Afghanistan; and supporting efforts to strengthen confidence between regional partners and the Government of Afghanistan on dialogue ranging from counter-narcotics and border security to trade and development. The establishment of the proposed position will enable the Political Affairs Division to contribute more effectively to capacity-building projects with the Regional Cooperation Department of the Ministry of Foreign Affairs of Afghanistan, which is a joint project of UNAMA and UNDP.

82. In the same resolution, the Security Council also stressed the importance of expanded efforts of the international community towards the implementation of the disbandment of illegal armed groups by the Government of Afghanistan, in particular in the context of the insurgency in Afghanistan.

83. It is therefore proposed to establish an additional position at the P-3 level to carry out duties as Political Affairs Officer for the Disbandment of Illegal Armed Groups and the Policy Action Group. The incumbent of the post will be responsible for intensifying the involvement of the Division on the disbandment of illegal armed groups through the provision of political support and coordination with the Ministry of Interior, Ministry of Defence and respective institutions of the Government of Afghanistan to enhance prospects for sustainable peace and security; undertaking political analysis on current challenges facing the process of the disbandment of illegal armed groups in Afghanistan; supporting the engagement of political parties interfacing with the disbandment of illegal armed groups; increasing coordination of the various members of the Joint Secretariat on the disbandment of illegal armed groups; reviewing and monitoring parliamentary and politically related activities and providing early warning advice and improving monitoring of compliant districts and related development incentives; providing advice on the transparency of weapons collections at the district level through liaison with the Mission's field offices and on government-supported disbandment of illegal armed groups initiatives; monitoring the activities of the Policy Action Group. By its resolution 1806 (2008), the Secretary-General also decided that UNAMA, as co-chair of the Joint Coordination and Monitoring Board, would promote more coherent support by the international community to the Government of Afghanistan, in particular for counter-narcotics, which is one of the Policy Action Group issues. ISAF and UNAMA currently constitute two out of six international stakeholders at the Policy Action Group. The establishment of the proposed position would therefore allow the Mission to substantially influence the process and the outcome of the Policy Action Group.

84. By its resolution 1868 (2009), the Security Council requested that UNAMA seek to strengthen its cooperation with ISAF at all levels to improve civil-military coordination, including the facilitation of information exchanges on matters across the political, development and humanitarian spectrums. UNAMA is most concerned to ensure coherence between the activities of national and international security forces and those of civilian actors in support of an Afghan-led development and stabilization process, including through engagement with provincial reconstruction teams and NGOs. Recently, a new integrated approach for civil-military coordination was developed with the Government of Afghanistan and ISAF, which is aimed at identifying ways in which UNAMA could best allocate its resources across the country. It is therefore proposed to establish an additional position of Political Affairs Officer/Report Writing Officer at the P-3 level. The incumbent of the position will be responsible for strengthening cooperation between the Mission and ISAF and monitoring and providing advice to senior staff of the Mission; coordinating with chiefs of the various components of Pillar I; and providing support in drafting reports to the Security Council on issues overseen by Pillar I.

85. It is also proposed to establish an additional National Officer position of Political Affairs Officer. The incumbent of the position will be responsible for expanding interaction with regard to information collection and analysis of the insurgency and focusing on the political outreach and reconciliation issues, including travelling to related provinces and maintaining communication with the major political players in the field; and assisting in monitoring the local language and English language media, translation of political news articles, interpretation during meetings and visits as required in the coverage of national events, conferences and seminars.

86. It is also proposed to establish one additional Local level position of Administrative Assistant to provide support to the Division.

87. It is also proposed to convert one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Governance, Rule of Law, Police Reform and Counter-Narcotics Division

International staff: *increase of 1 position (P-3) (new); redeployment of 1 D-2 position from the Counter-Narcotics Unit (Pillar II)*

National staff: *increase of 2 positions (1 National Officer, 1 Local level) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Proposed 2010	—	—	1	—	—	—	1	—	**2**	—	—	**2**	1	1	—	**4**
Change	—	—	**1**	—	—	—	**1**	—	**2**	—	—	**2**	**1**	**1**	—	**4**

88. It is proposed to establish the Governance, Rule of Law, Police Reform and Counter-Narcotics Division. The Division would bring together existing units whose functions and responsibilities remain unchanged and as described in A/63/346/Add.4. The rationale for combining those units resides in the need to bring closer those tasks and responsibilities that are mutually relevant and interconnected by the very subject matter on which the units focus. Governance, policing, counter-narcotic efforts and rule of law are intimately related, and the Mission's coordination efforts in those fields needs to reflect that interconnection. The establishment of the Division will allow for a more coordinated approach to the work of each unit; improve analysis and sharing of information; and enhance dialogue with national and international counterparts.

89. It is also proposed to redeploy one existing position at the D-2 level from the Counter-Narcotics Unit (Pillar II), the incumbent of which would serve as Director of the Division. He or she will be responsible for managing programmes and formulating political advice for the Special Representative of the Secretary-General and the Mission as a whole, with a particular focus on governance, rule of law, police reform and counter-narcotics; pursuing the mandate of UNAMA in its role to support the comprehensive institution-building process in Afghanistan and strengthen the overall ability of the Government to deliver services at the subnational level; making the identification and implementation of government strategies with respect to governance, rule of law, police reform and counter-narcotics a priority and performing good offices with the senior leadership of Afghan security institutions, ministries, and justice institutions to ensure results-driven implementation of these strategies; serving as a focal point for political engagement with high-level government officials, the senior leadership of ISAF, police reform stakeholders and the commanders of international military forces to strengthen Afghan security institutions at the subnational level and ensure coherence of efforts between the government and the international community on priorities identified; and playing a central and impartial role in providing political analysis and advice to a wide range of parties, with a key focus on building government capacity at all levels, including the development of institutions of good governance, law and order, security and counter-narcotics.

90. In its resolution 1868 (2009), the Security Council called for strengthened cooperation with ISAF and support for efforts to improve governance and the rule of law and to address narcotics-related corruption of State institutions. The establishment of a position at the D-2 level would raise the level of assistance provided to the Special Representative of the Secretary-General and his or her Deputy (Political Affairs — Pillar I) in developing coherent policies and strategies to assist the Government of Afghanistan in those areas. The incumbent of the position would work for the establishment of strong and sustainable institutions in the country and promote the coordination role of UNAMA, while recognizing the lead role played by the Government of Afghanistan.

91. The volume of work in the Division is expected to increase substantially. It is therefore proposed to establish an additional position of Special Assistant to the Director at the P-3 level. The incumbent of the position would be responsible for assisting in coordinating with major players, such as the Independent Directorate of Local Governance and other bodies engaged in the field of governance, rule of law, police reform and counter-narcotics.

92. It is also proposed to establish an additional position at the National Officer level to carry out the duties of National Political Affairs Officer responsible for coordinating with civil society, local communities and international and national NGOs which are engaged in the promotion of governance and rule of law; interacting with local government officials at appropriate levels and organizing meetings with the concerned authorities; providing support to the Director of the Division in his or her daily interaction with national authorities; gathering and analysing relevant information related to those areas; and assisting in producing reports.

93. It is also proposed to establish an additional position at the local level to carry out the duties of Administrative/Translation Assistant who would be responsible for providing administrative, logistical and translation support to the Office of the Director of the Division.

Governance Unit

National staff: *increase of 4 positions (2 National Officer, 2 Local level) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	1	3	1	—	**5**	—	—	**5**	1	—	—	**6**
Proposed 2010	—	—	—	—	1	3	1	—	**5**	—	—	**5**	3	2	—	**10**
Change	—	—	—	—	—	—	—	—	—	—	—	—	**2**	**2**	—	**4**

94. The Governance Unit will continue performing the functions described in paragraphs 56 and 57 of A/63/346/Add.4.

95. It is proposed to establish two additional positions within the Unit, as follows:

(a) National Governance Officers (2 National Officers): the incumbents would be responsible for providing substantive support to the Unit with respect to liaising with government institutions, such as the Independent Directorate of Local Governance, ministries and international stakeholders dealing with governance and subnational issues; and supervising the Administrative Assistants of the Unit in the establishment of an archive for all electoral-related materials to be used in all future elections;

(b) Governance Assistants (2 Local level positions): the incumbents would provide support to the National Governance Officers of the Unit.

Rule of Law Unit

International staff: *increase of 2 positions (P-3) (new)*

National staff: *increase of 1 position (National Officer) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	1	1	7	—	—	**9**	—	—	**9**	2	4	—	**15**
Proposed 2010	—	—	—	1	1	7	2	—	**11**	—	—	**11**	3	4	—	**18**
Change	—	—	—	—	—	—	**2**	—	**2**	—	—	**2**	**1**	—	—	**3**

96. The Rule of Law Unit will continue performing the functions described in paragraphs 60 to 69 of A/63/346/Add.4.

97. With the approval of the National Justice Programme in 2008, justice sector reform activities and donor coordination are being brought increasingly into line with the framework of the Programme. In this connection, the Government of Afghanistan, donors and implementers are aligning their programmes with its six core areas. The Mission's international partners are relying on the Rule of Law Unit to play an increasingly strong lead in this regard, as envisaged by the Security Council in its resolution 1868 (2009). Each of the six core programmatic areas of the National Justice Programme comprises a wide range of activities and a broad coalition of national and international partners. Implementation of the Programme is carried out within a context of growing recognition of the need to link provincial level activities to national programmes and to ensure appropriate prioritization of nationwide assistance.

98. Hence, the Rule of Law Unit can play a valuable role in ensuring the needed expansion of assistance to provincial areas by leveraging the information and expertise of the Provincial Justice Coordination Mechanism teams under its supervision, and ensuring that the insights of those teams are reflected in programmatic planning. This effort requires sustained resources in order to package and disseminate the results of the information-gathering efforts of the Provincial Justice Coordination Mechanism teams and to provide the support they require from headquarters in Kabul to perform their tasks. Furthermore, donors and the Government of Afghanistan are increasingly looking to the Unit to play an active role in the coordination of anti-corruption and corrections activities, along with police-prosecutor cooperation.

99. It is therefore proposed to establish two additional positions of Judicial Affairs Officer at the P-3 level to provide support and facilitate team functions. The incumbents of the proposed positions would be responsible for designing, completing and updating matrices of donor activity under the components of the National Justice Programme; organizing and reporting on coordination meetings; preparing reports on justice sector activities and areas of related interest; providing assistance to the management of the Provincial Justice Coordination Mechanism in

reporting and organizing meetings; and working with National Officers to provide advice to the Unit on Afghan legislation.

100. The establishment of the proposed positions would enable the existing Judicial Affairs Officers to focus more on interaction with donors, implementing partners and national institutions, while the incumbents of the proposed positions provide the necessary back-up.

101. National Officers play an important role in facilitating the interaction of the Unit with government counterparts in the justice institutions and civil society. It is therefore proposed to establish an additional National Officer position to facilitate the work of the international team members. The establishment of a team of three National Officers (2 existing and 1 proposed positions) will enable an allocation of duties such that each Officer can be assigned to act as primary facilitator of communications with one of the three justice institutions, which will enhance communication lines between UNAMA and the justice sector. The incumbent of the position will therefore be responsible for acting as the main national staff focal point in UNAMA for communications related to the functions of the Rule of Law Unit with either the Ministry of Justice, the Office of the Prosecutor or the Afghan Central Prison Department (the 2 other National Officers would deal with the other 2 institutions); and maintaining regular contacts with either of those Afghan institutions.

Civilian Police Advisory Unit

International staff: increase of 1 position (P-4) (new)

	Professional category and above								*General Service and related categories*			*National staff*				
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	1	—	—	—	**1**	—	—	**1**	—	1	—	**2**
Proposed 2010	—	—	—	—	1	1	—	—	**2**	—	—	**2**	—	1	—	**3**
Change	—	—	—	—	—	**1**	—	—	**1**	—	—	**1**	—	—	—	**1**

102. The Civilian Police Advisory Unit is primarily responsible for supporting coordination efforts in the realm of police reform in Afghanistan, providing advice to the Special Representative of the Secretary-General on reform and strengthening of the police, chairing the Senior Police Advisory Group, and contributing to shaping strategic discussions on the future of the Afghan National Police.

103. The reform of the Afghan National Police is one of the priorities of the international community for the sustainable stabilization and development of Afghanistan, as reflected in the final documents of the 2008 Paris and 2009 The Hague conferences in support of Afghanistan. The European Union, through its police mission in Afghanistan (EUPOL) is a key partner of the Government of Afghanistan in the field of police reform. With the enhanced mandate of UNAMA for coordination as outlined in Security Council resolution 1868 (2009), the Government of Afghanistan and the international community expect the Mission to take a leading role in coordinating strategy and policy in the realm of police reform. Consequently,

the Mission's lead role in the Senior Police Advisory Group, which represents the platform for high-level discussions of operational needs of the Afghan National Police under the aegis of the International Police Coordination Board, is broadening. In close cooperation with the Combined Security Transition Command-Afghanistan and EUPOL, UNAMA is also playing a key role in shaping strategic discussions through its joint chairmanship of the Security Standing Committee and the Joint Coordination and Monitoring Board as well as through its membership in the International Police Coordination Board.

104. The Unit is currently headed by a Senior Police Adviser at the P-5 level. In addition, eight Civilian Police Advisers are assigned to the regions. Given the increased demands for strategic policy coordination in the area of police reform, it is proposed to establish an additional position at the P-4 level to assist the Senior Police Adviser in his coordination role with the Government of Afghanistan, EUPOL and the Combined Security Transition Command-Afghanistan. The incumbent of the position would be responsible for providing strategic planning and bringing operational experience in the area of police reform policy to the coordination of police reform efforts, of both the Afghan National Police as well as the Ministry of Interior, and contributing to the shaping of a strategic vision for the structure, size, functions and sustainability of the Afghan National Police in the short, medium and long term.

Counter-Narcotics Unit

International staff: redeployment of 1 D-2 position to the newly established Governance, Rule of Law, Police Reform and Counter-Narcotics Division

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	1	—	—	1	1	—	**3**	—	—	**3**	1	1	—	**5**
Proposed 2010	—	—	—	—	—	1	1	—	**2**	—	—	**2**	1	1	—	**4**
Change	—	—	**(1)**	—	—	—	—	—	**(1)**	—	—	**(1)**	—	—	—	**(1)**

105. The Counter-Narcotics Unit will continue to perform the functions described in paragraphs 94 and 95 of A/63/346/Add.4.

106. In view of the emphasis placed on institution-building in the areas of governance, rule of law and police reform, and taking into account that illicit drug production and trafficking is a main cause for corruption, the Counter-Narcotics Unit will be redeployed from Pillar II to Pillar I. In this context, it is proposed to redeploy the existing D-2 position in the Unit to the newly established Governance, Rule of Law, Police Reform and Counter-Narcotics Division.

Election Support Unit

International staff: increase of 1 position (P-2) (new)

National staff: increase of 3 positions (1 National Officer, 2 Local level) (new)

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	1	2	2	1	6	—	—	6	2	1	—	9
Proposed 2010	—	—	—	—	1	2	2	2	7	—	—	7	3	3	—	13
Change	—	—	—	—	—	—	—	1	1	—	—	1	1	2	—	4

107. The Election Support Unit will continue performing the functions described in paragraphs 70 to 73 of A/63/346/Add.4.

108. The workload of the Unit is expected to increase throughout 2009 in the run-up to the 2010 elections as well as in 2010 as the Parliamentary and district council elections are conducted. In order to manage the increasing demands for the coordination of complex electoral issues related to the Parliamentary and anticipated district council elections in 2010, it is proposed to establish four additional positions within the Unit, as follows:

(a) Reporting and Monitoring Officer (1 P-2), who would be responsible for covering meetings of the various electoral institutions and ensuring proper reporting and information-sharing within the Mission; ensuring consistent and regular reporting on the electoral process, including on the basis of meetings, discussions and deliberations by national electoral bodies; ensuring timely information-sharing with other units of the Mission on the decisions taken by electoral bodies; and ensuring that any request for support or technical assistance from the electoral bodies is readily conveyed to the appropriate units of the Mission and senior management for a response;

(b) National Political Affairs Officer (1 National Officer), who would be responsible for liaising with national authorities and covering special assignments and electoral investigations; ensuring regular contacts and information-sharing with relevant national political stakeholders, the electorate and civil society organizations; gathering views, perceptions and concerns on the electoral process; and supporting the verification of elections-related complaints reported to UNAMA;

(c) Administrative Assistants (2 Local level), who would carry out duties that include covering office administration for the Unit and maintaining and updating election-related databases; translating correspondence, press releases and official documents from increasingly Afghan-owned electoral institutions; and facilitating communication during elections-related meetings, which are expected to increase in 2010.

109. The Mission will prepare for ongoing elections even after 2010, including municipal council and village council elections. The Unit will continue to ensure that preparations for all elections in the country are timely and to provide good

offices to all Afghan electoral institutions and the Government of Afghanistan throughout such preparations.

Military Advisory Unit

Military Advisers: increase of 8 military advisers

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	—	—	—	—	—	—	—	12	—	**12**
Proposed 2010	—	—	—	—	—	—	—	—	—	—	—	—	—	12	—	**12**
Change	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

110. The Military Advisory Unit, which is an integral part of the Mission, comprises one Senior Military Adviser and 19 Military Advisers. The Unit is responsible for providing military expertise and advice on all military issues to their civilian counterparts in their areas of responsibility to enable the Special Representative of the Secretary-General and Heads of Offices to formulate coherent and synchronized plans of action within an environment characterized by ongoing military activity. The Unit carries out a supporting role to all other operational units in UNAMA and the Mission's senior leadership at headquarters in Kabul and in the field. It facilitates productive working relationships between UNAMA and all authorized security forces in Afghanistan, including the Afghanistan National Security Forces, ISAF and the United States Forces in Afghanistan, as well as other international contingents, where necessary. The Unit seeks to build confidence among the various civilian and military actors in order to promote mutual understanding and trust, and, where required, synchronization, in the context of both their own offices and those of the district, province or regional bodies with which they interact.

111. Currently, the Senior Military Adviser, his Deputy and Chief of Staff and one Military Adviser are deployed to headquarters in Kabul, and the remaining 17 Military Advisers are deployed to the regional offices (Hirat, Mazari Sharif, Kunduz, Kabul, Jalalabad, Gardez, Kandahar, Bamyan) and the provincial offices (Meymenah, Fayzabad, Qalat). In view of the anticipated further expansion of the Mission, UNAMA intends to deploy three Military Advisers to each regional office to cover all provincial issues and provide liaison with Afghan and international military forces. Military Advisers deployed to field offices work in direct support of the Head of Office under the overall supervision of the Senior Military Adviser and in coordination with the Senior Military Adviser, his Deputy and Chief of Staff.

112. In order to meet the above additional requirements, it is proposed to increase the number of Military Advisers from the current strength of 19 to 27, 3 of whom would be deployed to headquarters in Kabul and 24 to the field offices.

C. Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator Humanitarian Coordinator) (Pillar II)

Immediate Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator Humanitarian Coordinator)

International staff: conversion of 1 General Service (Other level) position to the Field Service category

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	1	—	—	—	2	—	—	3	—	1	4	—	1	—	5
Proposed 2010	—	1	—	—	—	2	—	—	3	1	—	4	—	1	—	5
Change	—	—	—	—	—	—	—	—	—	1	(1)	—	—	—	—	—

113. The Immediate Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator Humanitarian Coordinator) will continue to perform the functions described in paragraph 101 of A/63/346/Add.4.

114. It is proposed to convert one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Special Adviser on Development

International staff: conversion of one General Service (Other level) position to the Field Service category

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	1	—	—	—	1	—	2	—	1	3	—	1	—	4
Proposed 2010	—	—	1	—	—	—	1	—	2	1	—	3	—	1	—	4
Change	—	—	—	—	—	—	—	—	—	1	(1)	—	—	—	—	—

115. The Special Adviser on Development will continue to perform the functions described in paragraphs 80 and 81 of A/63/346/Add.4.

116. It is proposed to convert one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Afghanistan National Development Strategy Support Unit

International staff Increase of 3 positions (1 P-4, 2 P-3) (new); conversion of one General Service (Other level) position to the Field Service category

National staff Increase of 3 positions (National Officers) (new)

	Professional category and above									General Service and related categories			National staff				
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	1	1	2	—	1	5	3	1	9	2	1	—	17
Proposed 2010	—	—	—	1	1	3	2	1	8	2	—	10	5	1	—	16
Change	—	—	—	—	—	1	2	—	3	1	(1)	3	3	—	—	6

117. The Afghanistan National Development Strategy Support Unit works with government counterparts in the lead agencies responsible for overseeing implementation of the Strategy, including the Office of the Chief Economic Adviser to the President, the Ministry of Finance and the Ministry of Economy, and individual line ministries and agencies, to assist them in carrying out situation analysis, identifying priorities, problems and opportunities, developing programmes and projects, coordinating technical assistance from different sources, and assisting in presenting them to potential donors. The Unit is headed by an existing position at the D-1 level, responsible for leading a team of technical and administrative personnel, assisting the Special Representative of the Secretary-General in strengthening coordination mechanisms and developing coherent policy and strategy development frameworks to assist the Government of Afghanistan in strengthening planning, management and coordination functions, liaising with government partners, other international organizations and donors to ensure implementation of policy guidelines and other measures to accelerate the achievement of the priorities of the Strategy, and overseeing regional cooperation coordination.

118. It is proposed to establish an additional position of Coordination Officer at the P-3 level. The incumbent of the position would be responsible for dealing with regional coordination issues identified in various regional forums, including the Group of Eight, the Dubai Process and the Regional Economic Cooperation Conference for Afghanistan, ensuring follow-up to the concrete initiatives and projects discussed and launched in support of the Ministry of Foreign Affairs and other relevant Afghan institutions, and rallying coordinated international donor support for those initiatives.

119. Efforts to establish a database with the Ministry of Finance to enable the effective monitoring of the flow of international aid have been unsuccessful. Hence, there is a need to provide support to the Aid Coordination Unit of the Ministry of Finance to ensure that donors report to the Development Assistance Database and to achieve greater alignment of donor programmes with the Afghanistan National Development Strategy to strengthen support to the Ministry of Finance in the alignment of the national budget with the Strategy, including the provincial development plans. In addition, there is a need to provide support to the Government of Afghanistan in developing sectoral strategies and national

programmes across all 17 sectors and six cross-cutting issues of the Strategy, and to build the capacity of the Ministry of Economy in establishing coordination structures for implementation of the Strategy. The Ministry of Economy also requires assistance in implementing the monitoring and evaluation framework of the Strategy, including information management processes.

120. In view of the above requirements, it is also proposed to establish two additional positions, as follows:

(a) Coordination Officer (1 P-4), who would be responsible for assisting the Government of Afghanistan in managing the coordination of aid contributions and the line ministries in monitoring and evaluation of the Afghanistan National Development Strategy; and working closely with the Ministry of Finance and the Ministry of Economy to collect financial information and monitor the flow of disbursements;

(b) Coordination Officer (1 P-3), who would be responsible for assisting the incumbent of the above position in coordinating closely with the Ministries of Finance and Economy, in particular to ensure that the necessary financial data is collected in order to monitor the flow of disbursements to the line ministries in accordance with the priorities of the Strategy, both geographically and thematically.

121. In view of the priority accorded to coordination efforts by the Government of Afghanistan, UNAMA and the international community, the Mission is required to strengthen its role as facilitator in the process of implementation of the Strategy. It is also critical that communications are maintained with the Government of Afghanistan and with other partners. It is therefore proposed to establish three additional National Officer positions. The incumbents of the proposed positions would be responsible for communicating in local languages; ensuring that more effective high-level dialogue and coordination among all stakeholders take place; providing institutional support for the effective implementation, monitoring and evaluation of the priorities, targets and benchmarks of the Strategy at the national and subnational levels; liaising and working closely with government partners, including the Ministry of Finance, Ministry of Economy, the Independent Directorate of Local Governance, the Central Statistical Office and donors, United Nations agencies, NGOs and civil society, to pursue and ensure implementation of the priorities of the Strategy; supporting the Government of Afghanistan in the implementation of and monitoring the mainstreaming of the provincial development plans into the national budget; supporting the activities of various standing committees, task forces and working groups related to the implementation of the Strategy; providing input on relevant issues to senior staff of the Mission; participating in fact-finding and other missions at the subnational level; and processing translations from English into Pashto/Dari and vice versa.

122. It is also proposed to convert one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Gender Unit

National staff: increase of one position (Local level) (new)

United Nations Volunteers: establishment of one position (new)

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	—	1	—	1	2	—	—	2	1	—	—	3
Proposed 2010	—	—	—	—	—	1	—	1	2	—	—	2	1	1	1	5
Change	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	2

123. The Gender Unit will continue to perform the functions described in paragraph 91 of A/63/346/Add.4.

124. The existing staff capacity of the Gender Unit is inadequate to support the process of integrating gender perspectives into all components of the Mission and the women's empowerment mechanisms of the Government of Afghanistan. In order for UNAMA to fulfil its mandate to comprehensively support both the Government's and its own capacity to plan and implement gender-sensitive programmes throughout the country, taking into account the anticipated further expansion of the Mission, and in order to coordinate the functioning of various gender consultative groups in the Mission, the capacity of the Unit requires strengthening.

125. It is therefore proposed to establish one additional Local level position and one additional United Nations Volunteer position. The incumbents of the proposed positions would be responsible for providing support to the mainstreaming of the gender dimension into all UNAMA programmes in regional offices; monitoring the implementation of gender-sensitive policies and identifying good practices and challenges leading to improvement in gender mainstreaming at the subnational level; coordinating with the Departments of Women's Affairs, as the provincial representatives of the Ministry of Women's Affairs and as primary institutions working on women's issues at the subnational level; collaborating with the UNAMA leadership at the regional level to identify gender issues and encourage advocacy for improved recognition of the differential impact of programmes on women and men; coordinating the activities of gender focal points in various UNAMA field offices; reporting on gender mainstreaming activities and achievements at the subnational level; conducting gender training and raising gender awareness of national staff and civil society partner organizations, thus fulfilling the overarching principle of skills transfer to Afghan nationals.

Donor Coordination and Aid Effectiveness Unit

International staff: increase of 10 positions (9 P-4, 1 Field Service) (new)

National staff: increase of 1 position (Local level) (new)

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	**Sub-total**	Field Security Service	General Service	**Total international**	National Officer	Local level	United Nations Volunteers	**Total**
Approved 2009	—	—	—	—	1	1	—	1	**3**	—	—	**3**	—	1	—	**4**
Proposed 2010	—	—	—	—	1	10	—	1	**12**	1	—	**13**	—	2	—	**15**
Change	—	—	—	—	—	**9**	—	—	**9**	**1**	—	**10**	—	**1**	—	**11**

126. The Donor Coordination and Aid Effectiveness Unit will continue to perform the functions described in paragraphs 98 and 99 of A/63/346/Add.4.

127. It is proposed to strengthen the Unit in order to coordinate the multiple actors involved in the provision of assistance more widely, more directly and in a more proactive manner through increased direct engagement and support.

128. A key element of coordination is the follow-up between donors and the pertinent line ministries of the Government of Afghanistan and the ongoing provision of substantive advice and support to enable the direction and orientation of internationally provided support to achieve agreed objectives and goals. In view of the limited capacity of the Government of Afghanistan, many priority initiatives are not being implemented, despite the availability of sufficient donor funding, which leads to limited or poor delivery in key areas of development and assistance. In particular, five key priority areas have been identified by the Government of Afghanistan and UNAMA as critical to improving aid effectiveness at the national and subnational levels, namely, agriculture, capacity-building, higher education and vocational training, energy, and private sector development.

129. In order to effectively undertake the Mission's coordination role, it is proposed to establish five additional positions at the P-4 level to carry out the functions of Development Coordination Officers. The incumbents of the proposed positions would be responsible for leading, monitoring and providing advice on the five priority work programmes pursued by the Ministries of Agriculture, Irrigation and Livestock; Water and Energy; Rural Rehabilitation and Development; Commerce and Industry; and Higher Education. The incumbents would also be responsible for leading the coordination process with a wide range of States and institutional donors on those issues.

130. It is also proposed to establish three additional positions at the P-4 level to carry out the functions of Development Coordination Officers. The incumbents of the proposed positions would be responsible for coordinating with the donor community and the Government of Afghanistan on additional cross-cutting areas affecting a range of Ministries and their partners; providing joint leadership with the Government of Afghanistan on the application of the Principles on Aid Effectiveness of the Organization for Economic Cooperation and Development; providing support

to the High-level Committee on Aid Effectiveness; and increasing the coherence of coordination functions with supporting agency and external partners.

131. In addition, following The Hague Conference, a significant increase in the scale and scope of international technical assistance being provided to Afghanistan is imminent. Consequently, UNAMA invited seven key Afghan ministers to develop a plan to guide this expected inflow of technical assistance. In this connection, the Minister of Finance, working closely with UNAMA, sought input on principles for engaging foreign civilian experts and tasked 22 ministries to identify functional and technical needs which could be addressed by civilian experts. The Minister subsequently issued a comprehensive report laying out specific needs, in terms of skills and geographical locations, as well as four principles for engagement, as follows:

(a) Afghan ownership: assistance must fit within Afghan structures on government priorities and result in an extension of the government, not an increased foreign presence;

(b) Demand driven: experts must be deployed at the central and subnational levels, in accordance with the needs of the recipient ministries/agencies;

(c) Capacity development: assistance must focus on long-term capacity development while helping to deliver short-term outcomes;

(d) Effectiveness: experts must report to the Government of Afghanistan and to donors on the impact of their work on the lives of the people of Afghanistan.

132. The anticipated surge in civilian technical assistance capacity is required to be effectively coordinated in order to ensure that it is demand driven, responds to explicit Afghan requests, and is in line with agreed priorities without overlap or duplication. Consequently, a management structure is being established under the Joint Coordination and Monitoring Board, with UNAMA taking the lead role, in order to oversee and coordinate the effective deployment and functioning of the additional civilian capacities. It is therefore proposed to establish an additional position of Development Coordination Officer at the P-4 level. The incumbent of the position will be responsible for providing direct support to the Government of Afghanistan and to the Board through the effective coordination and oversight of increased international civilian technical assistance to ensure that the support provided is in line with agreed government priorities.

133. In view of the proposed strengthening of the Unit and the anticipated significant increase in its workload, it is proposed to establish one additional position of Administrative Officer (Field Service), the incumbent of which would be responsible for overseeing administrative tasks within the Unit. It is also proposed to establish an additional Administrative Assistant position at the Local level.

Resident Coordinator/United Nations Country Team Unit

International staff: *redeployment of 2 positions (1 P-3, 1 P-2) from the Humanitarian Affairs Unit; reclassification of 2 positions (P-3, P-2) to the P-3 and P-4 levels*

National staff: *redeployment of 1 position (National Officer) from the Humanitarian Affairs Unit*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	1	—	2	—	**3**	—	—	**3**	1	2	—	**6**
Proposed 2010	—	—	—	—	1	1	3	—	**5**	—	—	**5**	2	2	—	**9**
Change	—	—	—	—	—	**1**	**1**	—	**2**	—	—	**2**	**1**	—	—	**3**

134. The Resident Coordinator/United Nations Country Team Unit will continue to perform the functions described in paragraph 101 of A/63/346/Add.4.

135. The Unit currently comprises nine positions, the incumbents of which provide support for the United Nations country team and for the coordination of eight United Nations joint programmes. Six of those nine positions (1 P-5, 2 P-3, 1 National Officer, 2 Local level) are part of the approved staffing of the Unit, while the three remaining positions (1 P-3, 1 P-2, 1 National Officer), which are on loan from the Humanitarian Affairs Unit, are proposed to be formally redeployed.

136. The Mission intends to strengthen its coordination efforts in the complex environment of Afghanistan, ensuring that all agencies, funds and programmes most effectively support the Mission's mandate; fulfilling the key objectives set in the United Nations country team workplan; and demonstrating to all stakeholders that the United Nations is a model to follow in terms of coordination and aid effectiveness.

137. Accordingly, it is proposed to reclassify the position of Deputy Head of Office from the P-3 to the P-4 level. The incumbent of the position is responsible for the consistent and effective provision of services by the Unit; representing the Unit in internal and external meetings, such as at meetings of senior management and the country team, as well as meetings with the Government of Afghanistan and with donors, if and when the Head of Office is not available; co-leads the substantive work of the Unit by facilitating strategic planning in concert with United Nations system agencies, funds and programmes; co-facilitates country team meetings; co-leads the Unit in supporting synergies among all relevant stakeholders, including through dialogue on specific areas of need and proposing joint programming and planning, as appropriate; ensures timely reporting and effective information management; and liaises with other sections of the Mission to ensure that the United Nations system and the country team programming are in line and feed into the strategic priorities and implementation set out by the Afghanistan Compact, the Afghanistan National Development Strategy and the Joint Coordination and Monitoring Board.

138. It is also proposed to reclassify an existing position from the P-2 to the P-3 level, the incumbent of which will perform the functions of Coordination Officer. He or she will be responsible for providing substantive leadership on the coordination of UNDAF Working Group B, namely Sustainable Livelihoods, Agriculture, Food

Security and Income Opportunities; three United Nations joint programmes, namely the Greening Afghanistan Initiative, the Integrated Literacy Programme, and the Afghan National Environmental Protection Agency; supporting the United Nations country team's Monitoring and Evaluation Steering Committee, the Joint United Nations Team on HIV/AIDS, the Gender Working Group and the Country Task Force on Security Council resolution 1612 (2005) on children and armed conflict.

Humanitarian Affairs Unit

International staff: *redeployment of 2 positions (P-3, P-2) to the Resident Coordinator/United Nations Country Team Unit*

National staff: *redeployment of 1 position (National Officer) to the Resident Coordinator/United Nations Country Team Unit*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	1	2	2	**5**	—	—	**5**	3	2	—	**10**
Proposed 2010	—	—	—	—	—	1	1	1	**3**	—	—	**3**	2	2	—	**7**
Change	—	—	—	—	—	—	**(1)**	**(1)**	**(2)**	—	—	**(2)**	**(1)**	—	—	**(3)**

139. The Humanitarian Affairs Unit will continue to perform the functions described in paragraph 105 of A/63/346/Add.4.

140. It is proposed to redeploy three existing positions (1 P-3, 1 P-2, 1 National Officer) to the Resident Coordinator/United Nations Country Team Unit to support the Mission's intention to substantially enhance its coordination capacity on the development side, both within the United Nations system and for the international community as a whole, in support of the people and the Government of Afghanistan.

Child Protection Unit

International staff: *increase of 2 positions (1 P-3 (new); redeployment of 1 position (P-4) from the Human Rights Unit (Pillar I))*

National staff: *increase of 2 positions (National Officer) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Proposed 2010	—	—	—	—	—	1	1	—	**2**	—	—	**2**	2	—	—	**4**
Change	—	—	—	—	—	**1**	**1**	—	**2**	—	—	**2**	**2**	—	—	**4**

141. It is proposed to establish a Child Protection Unit within UNAMA to enable the successful implementation of the monitoring and reporting mechanism stipulated by the Security Council in its resolution 1612 (2005). In this connection, the urgent need to protect children affected by the Afghan conflict compelled the Council to reiterate that concern in its resolution 1868 (2009). Furthermore, the Council stressed the importance of implementing resolution 1612 (2005) in that context, and requested the Secretary-General to strengthen the child protection component of UNAMA, in particular through the appointment of child protection advisers.

142. The security situation in Afghanistan has deteriorated in such a drastic manner during the past years, that in the period from September 2008 to May 2009, 235 children died a violent death and more than 400 were injured as a direct result of the conflict. Furthermore, almost 500 incidents were recorded of attacks on schools, clinics and their facilities and staff, devastating the lives of thousands of Afghan children. In the same period, the emerging phenomenon of potential child suicide bombers has been of great concern. The vast majority of the reports were unverified, and only a fraction of the cases were followed up owing to the lack of child protection expertise and resources within the United Nations to effectively monitor, report and respond to grave child rights violations.

143. In its resolutions 1261 (1999), 1314 (2000), 1379 (2001), 1460 (2003), 1539 (2004) and 1612 (2005) on children and armed conflict, the Security Council stressed the primary responsibility of United Nations peacekeeping missions, consistent within their respective mandates, to ensure effective follow-up to Council resolutions. In those mandates, special representatives of the Secretary-General and United Nations peacekeeping operations are explicitly requested to assume responsibility for a number of important child protection priorities, including the provision of systematic and continuous training in child rights and child protection for all United Nations peacekeeping personnel across civilian, police and military components, as well as ensuring that all reports of the Secretary-General on country specific situations include the protection of children as a specific aspect of those reports. In the case of Afghanistan, where no United Nations military contingent is deployed and where the accessibility by civilian staff to conflict areas is very limited, it is of the utmost importance to brief and train the forces of NATO and the Government and the national police on child protection.

144. Therefore, in order to ensure adequate follow-up and implementation of Security Council resolutions on children and armed conflict on behalf of the Special Representative of the Secretary-General, the Unit will require adequate capacity to carry out the training component of the mandate. The Unit and its staff will also be responsible for conducting training-of-trainers for a wide range of partners; assisting in the mainstreaming of child protection at the Mission; and building the capacity of the Government of Afghanistan at the national and local levels.

145. In view of the above, it is proposed to redeploy an existing position at the P-4 level from the Human Rights Unit (Pillar I) to head the Child Protection Unit. The incumbent of the position would be responsible for liaising with the Human Rights Unit on matters related to the rights of children, in particular in terms of issues, cases and trends reported by the field staff of that Unit; contributing to the monitoring of and reporting on grave child rights violations; coordinating response mechanisms to violations; and contributing to the capacity-building efforts of AIHRC on the protection of children in armed conflicts.

146. It is also proposed to establish the following three additional positions:

(a) Training and Mainstreaming Child Protection Officer (1 P-3), who would be responsible for carrying out capacity-building of government departments, in particular the Ministry of Labour and Social Affairs and the Department of Child Protection, on child protection in the context of armed conflict, including international legal standards and response mechanisms; assisting in the design of training modules and materials for induction training and briefings for the staff of UNAMA and United Nations country team partners for the mainstreaming of child protection in the Mission; conducting training-of-trainers for the Afghan security forces and international military forces, as well as for the Child Protection Action Network, AIHRC and other human rights actors;

(b) Training and Mainstreaming Assistant (1 National Officer), who would be responsible for assisting the Training and Mainstreaming Child Protection Officer in carrying out his or her tasks, in particular the adaptation of modules and materials to the Afghan context; processing translations and interpretation of training materials; conducting training sessions and briefings for national staff and partners; assisting in the training-of-trainers for the Afghan security forces, international military forces, the Child Protection Action Network, AIHRC and other human rights actors;

(c) Assistant for Interpretation and Monitoring (National Officer), who would be responsible for monitoring and translating reports from Afghan sources on grave child rights violations; assisting in verifying reports of child rights violations; assisting in capacity-building of national staff on the monitoring and response mechanism stipulated in Security Council resolution 1612 (2005); processing interpretation for follow-up on cases; assisting in database management; attending meetings with relevant partners; providing simultaneous interpretation, as required; and ensuring communication flow among partners of the Country Task Force on Monitoring, Reporting and Response.

D. Office of the Chief of Staff

Direct Office of the Chief of Staff

International staff: increase of 1 position (Field Service) (new), conversion of 1 General Service (Other level) position to the Field Service category

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	1	—	—	—	1	—	**2**	—	1	**3**	—	3	—	**6**
Proposed 2010	—	—	1	—	—	—	1	—	**2**	2	—	**4**	—	3	—	**7**
Change	—	—	—	—	—	—	—	—	—	**2**	**(1)**	**1**	—	—	—	**1**

147. The Direct Office of the Chief of Staff serves as the overall link between the substantive and the support areas of UNAMA, while ensuring that the Mission's

mandate and the overall vision of the Special Representative of the Secretary-General guide the activities of the substantive areas with the correspondent support from relevant areas. The Office is also the main focal point for human resources and administrative personnel issues, and it oversees the Best Practices and Report Writing Unit, the Language Unit, the Conduct and Discipline Unit, the Legal Affairs Unit, and the Field Support Coordination Unit and Mission Support.

148. In view of the anticipated further expansion of the Mission, it is proposed to establish one additional position of Administrative Assistant (Field Service). It is also proposed to convert one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Conduct and Discipline Unit

International staff: reclassification of 1 position from the P-4 to the P-5 level

	Professional category and above									*General Service and related categories*			*National staff*		
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*
Approved 2009	—	—	—	—	—	1	—	1	**2**	—	—	**2**	1	—	—
Proposed 2010	—	—	—	—	1	—	—	1	**2**	—	—	**2**	1	—	—
Change	—	—	—	—	**1**	**(1)**	—	—	—	—	—	—	—	—	—

149. The Conduct and Discipline Unit will continue to perform the functions described in paragraphs 107 and 108 of A/63/346/Add.4.

150. The incumbent of the position of Conduct and Discipline Officer, which was established at the P-4 level in 2006, has been responsible for UNMOGIP and UNAMA, serving a total of over 2,000 staff from both missions. He or she has also been conducting awareness-raising and prevention activities, including establishing a successful misconduct complaints and reporting mechanism; assessing, processing and managing complaints and cases; providing advice to and interacting with senior staff of UNAMA and UNMOGIP, including senior managers of the United Nations country team in Afghanistan and Pakistan and in the regional offices.

151. In view of the above, and in order to align the level of the Mission's Chief Conduct and Discipline Officer, it is proposed to reclassify the position from the P-4 to the P-5 level. As a result of the upgrade, the incumbent of the position would be better suited to provide stronger and more influential leadership in ensuring a systematic and consistent approach to enforcing good conduct and discipline, especially in preventing the occurrence of sexual exploitation and abuse in UNAMA and UNMOGIP.

Language Unit

National staff: increase of 1 position (National Officer) (new)

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Subtotal	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	—	1	—	—	1	—	—	1	9	1	—	11
Proposed 2010	—	—	—	—	—	1	—	—	1	—	—	1	10	1	—	12
Change	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1

152. The Language Unit is responsible for the translation from and into the two main national languages of Afghanistan, Dari and Pashto, and English, of all publicly available UNAMA information.

153. During 2009, the Unit experienced a gradual increase in requests for translation, both written and oral, which resulted in an increased workload beyond the current capacity of the Unit. The 17 per cent increase in the volume of work since mid 2008 is evidenced by the following figures:

(a) Third quarter of 2008: 1,492 pages and 213 work hours;

(b) Fourth quarter of 2008: 1,736 pages and 207 work hours;

(c) First quarter of 2009: 1,754 pages and 235 work hours.

154. It is therefore proposed to establish one additional National Officer position to help meet the increased demand for the services provided by the Unit.

Legal Affairs Unit

International staff: increase of 1 position (P-3) (new); conversion of 1 General Service (Other level) position to the Field Service category

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Subtotal	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	1	1	1	—	3	—	1	4	1	1	—	6
Proposed 2010	—	—	—	—	1	1	2	—	4	1	—	5	1	1	—	7
Change	—	—	—	—	—	—	1	—	1	1	(1)	1	—	—	—	1

155. The Legal Affairs Unit serves the substantive and administrative components of the Mission. On the administrative side, the anticipated further expansion of the Mission is expected to generate an increased level of real estate transactions throughout the country and a higher number of procurement and personnel actions, as well as other legal matters in which the Unit's participation will be routinely

required. On the substantive side, the Unit is required to continue to liaise and provide services in support of key activities of the Mission, including issues related to parliamentary and electoral affairs, the regional offices, and United Nations agencies and others. Furthermore, the regime of site visits to regional offices by the legal team requires enhancement.

156. It is proposed therefore to establish one additional Legal Officer position at the P-3 level. The incumbent of the position would be responsible for undertaking research and analysis of international and domestic law; preparing legal instruments of a contractual nature, such as memorandums of understanding with Ministries and other domestic governmental entities on various subjects related to the Mission's presence in Afghanistan, and legal arrangements between the Mission and a wide array of other actors; participating in the formulation and provision of legal advice to the Special Representative of the Secretary-General and all Mission components in relation to the interpretation of mandates, host country agreements and United Nations privileges and immunities; participating in standing administrative bodies, such as the Local Committee on Contracts, the Claims Review Board and the Property Survey Board; and maintaining a regime of regular site visits to field offices.

157. It is also proposed to convert one at the General-Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Field Support Coordination Unit

International staff: increase of 1 position (P-3) (new)

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	*T*
Approved 2009	—	—	—	—	1	1	1	—	**3**	—	—	**3**	—	2	—	
Proposed 2010	—	—	—	—	1	1	2	—	**4**	—	—	**4**	—	2	—	
Change	—	—	—	—	—	—	**1**	—	**1**	—	—	**1**	—	—	—	

158. The Field Support Coordination Unit is responsible for ensuring that the Mission's engagement translates into an active field presence at the level of headquarters in Kabul; providing support to the field offices to ensure that they have adequate resources; maintaining and managing information and other resources for the benefit of field offices; facilitating the flow of information between headquarters in Kabul and field offices; and maintaining and updating profiles of the areas of responsibility of each field office. The Unit is also responsible for consolidating daily reports from the field and ensuring their timely distribution to senior staff of the Mission and convening and acting as a steering committee for regular meetings of heads of field offices.

159. In view of the anticipated further expansion of the Mission, it is proposed to establish an additional Administrative Officer position at the P-3 level. The establishment of the position will further strengthen the Unit's structures and its

capacity to coordinate administrative matters in field offices. The incumbent of the position would therefore be responsible for effectively acting as an interface for both the substantive and support components at headquarters in Kabul and the field offices. As the electoral cycle progresses and with the significant increase in the number of field offices in the near future, such administrative demands will also increase substantially. Therefore, he or she will be responsible for ensuring constant liaison and coordination between field offices and Mission Support, in particular in terms of the expansion and opening of new offices; helping to pool resources and requests; ensuring timely responses to field requests and needs; advising Mission Support on the substantive considerations related to addressing field-based requirements; and ensuring streamlined and timely communication on and response to field-based requirements.

Resident Auditor Unit

International staff: conversion of 1 General Service (Other level) position to the Field Service category

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	**Subtotal**	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	1	1	—	**2**	—	1	**3**	1	1	—	**5**
Proposed 2010	—	—	—	—	—	1	1	—	**2**	1	—	**3**	1	1	—	**5**
Change	—	—	—	—	—	—	—	—	**—**	1	**(1)**	**—**	—	—	—	**—**

160. The Resident Auditor Unit will continue to perform the functions described in paragraphs 112 and 113 of A/63/346/Add.4.

161. It is proposed to convert one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

E. Mission Support

162. Mission Support remains committed to providing efficient administrative and logistics support to UNAMA at large. The 2010 plan takes into consideration the Mission's enhanced mandate, which requires its further expansion into six additional provinces.

163. Mission Support also remains committed to optimizing the reduction of the high cost of construction, operations and maintenance by entering into common services agreements with other United Nations agencies. Such efforts are evidenced by the existing multiagency compounds in Hirat, Islamabad, Teheran and the United Nations Operations Centre in Afghanistan. The Mission will continue to explore such cost-cutting opportunities.

164. The most significant change for 2010 is the proposed establishment of six additional provincial offices. In order to minimize operational costs related to this project, Mission Support will campaign for a common services approach with other

United Nations agencies that have a common interest in those regions where the additional provincial offices are intended to be established.

165. **Vacancy factor**. Mission Support will also remain committed to expediting the recruitment process of international and national staff. It will extend its full support to continue an aggressive recruitment campaign in order to lower the level of vacancies in the Mission. In this connection, revised vacancy rates have been applied in estimating salaries and related staff costs for 2010, as follows: 30 per cent for international staff, 30 for national staff, 20 for United Nations Volunteers, 20 for civilian police and 15 for military observers.

166. **Ground fleet**. It is proposed to continue implementing the soft vehicle replacement plan by purchasing 30 additional armoured vehicles in 2010. The plan detailed in paragraph 118 of A/63/346/Add.4 will be extended into 2011 as the Mission continues to expand in 2010 and beyond. Taking into account the proposed acquisition of additional vehicles in 2010, the composition of the ground fleet would be 526 vehicles, including 142 light passenger vehicles, 12 medium-sized vehicles, 3 heavy-duty vehicles, 342 armoured civilian vehicles, 8 material handling equipment, 5 vehicle attachments, 1 airfield support equipment, 4 armoured ambulances, 6 utility pick-up armoured vehicles, and 3 VIP armoured vehicles.

167. **Air fleet**. The Mission's current air fleet comprises three fixed-wing and four rotary-wing aircraft. In view of the anticipated expansion of the Mission into additional provinces; the continuing deterioration of the security situation, which further limits staff movements by road; the need to maintain adequate medical evacuation capabilities; and the requirement to transport cargo throughout Afghanistan; it is proposed to add two additional rotary-wing and one additional fixed-wing aircraft to complement the Mission's air fleet. The proposed fleet composition would be 10 aircraft, comprising four fixed-wing and six rotary-wing.

168. **Communications infrastructure**. A major upgrade of the Mission's communications infrastructure is proposed to support the full implementation of the standardization and modernization plan.

169. **Infrastructure**. Mission Support will remain committed to the "field first" policy as introduced by the Head of Mission in 2007 and to improvement of the living and working conditions in the regional and provincial offices. Hence, it is proposed to initiate the construction and setting-up of staff accommodations in the new provincial offices in 2010.

170. **Energy and water supply**. Afghanistan remains underdeveloped in the area of reliable and stable sources of electrical power. For this reason, all UNAMA installations are required to be self-sufficient in power generation and electrical distribution as well as in water supply and to maintain fuel reserves for the ground and air fleets as well as for generators. In practice, this requires all sites to have a primary generator and a secondary backup and a full complement of spares and fuel. Mission Support takes into account the dependence on comparatively costly generator-supplied electricity and will continue to explore the feasibility of utilizing municipal sources of electricity as and when they become reliably available.

171. **Training of staff**. A comprehensive list of courses and seminars will be conducted either in-house or in locations outside the Mission area in 2010. Training opportunities continue to have a direct impact on the implementation of the Mission's mandate, and on the morale, welfare, personal growth and career

advancement of Mission staff. Furthermore, 45 per cent of the proposed training for 2010 will be devoted to strengthening the skills of the security staff of the Mission.

172. **Staffing levels**. The approved staffing level for Mission Support is 397 positions. In order to support the anticipated further expansion of the Mission in 2010, the following arrangements are proposed, bringing the staffing level of Mission Support to 525:

(a) The establishment of 128 additional positions;

(b) The conversion of 9 existing General Service (Other level) positions to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service;

(c) The upward reclassification of 4 existing positions;

(d) The redeployment of 46 existing positions;

(e) The abolishment of one National Officer position.

Mission Support

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	1	2	13	12	4	**32**	37	9	**78**	31	253	35	**397**
Proposed 2010	—	—	—	1	4	13	17	4	**39**	67	—	**106**	34	336	49	**525**
Change	—	—	—	—	**2**	—	**5**	—	**7**	**30**	**(9)**	**28**	**3**	**83**	**14**	**128**

Office of the Chief of Mission Support

International staff: conversion of 1 General Service (Other level) position to the Field Service category

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	1	—	1	—	—	**2**	—	1	**3**	—	1	—	**4**
Proposed 2010	—	—	—	1	—	1	—	—	**2**	1	—	**3**	—	1	—	**4**
Change	—	—	—	—	—	—	—	—	**—**	**1**	**(1)**	**—**	—	—	—	**—**

173. The Office of the Chief of Mission Support will continue to perform the functions described in paragraph 127 of A/63/346/Add.4.

174. It is proposed to convert one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Budget and Planning Section

International staff: reclassification of 1 position from the P-4 to the P-5 level

	Professional category and above									*General Service and related categories*			*National staff*		
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*
Approved 2009	—	—	—	—	—	1	1	—	**2**	1	—	**3**	1	1	—
Proposed 2010	—	—	—	—	1	—	1	—	**2**	1	—	**3**	1	1	—
Change	—	—	—	—	1	**(1)**	—	—	**—**	—	—	**—**	—	—	—

175. The Budget and Planning Section is responsible for the preparation of the Mission's budget and performance report and for monitoring expenditures, including the management of trust funds. The Section is headed by the Chief of Budget and Planning, who reports to the Chief of Mission Support. The duties and responsibilities of the position have undergone a transformation over the past three years in the face of increasing challenges in managing and monitoring the Mission's financial resources, including engaging in planning and providing advice and support for an effective decision-making process to support the successful implementation of the Mission's mandate. In view of the complexity and scope of increasing new challenges, it is proposed to reclassify the position of Chief of Budget and Planning from the P-4 to P-5 level.

176. The continuing expansion of the Mission has resulted in an almost fourfold increase in financial resources ($66 million per year in 2005 to a proposed $241.9 million in 2010) combined with an increase in staffing (1,145 positions in 2005 to 2,841 proposed positions in 2010). In addition, post management, which currently falls under the purview of the Human Resources Section, is proposed to be transferred under the direct responsibility of the Chief of the Budget and Planning Section in order to ensure an accurate and efficient segregation of duties.

177. The incumbent of the position will also be responsible for lessons learned. The related tasks involve the mentoring and capacity-building of staff who are assigned as budget focal points in various other sections of the Mission for which the Chief of Budget and Planning would actively provide guidance, briefings, instructions and training to enhance the quality of work of the budget focal points in order to achieve efficient planning and feedback flow. He or she will also be responsible for interacting and effectively communicating with senior staff of the Mission; providing technical and analytical expertise and strategic guidance on budgetary and financial aspects; and overseeing the overall coordination of all aspects of the Mission's budget formulation and allotment management, including post management.

Office of Technical Services

International staff: *increase of 1 position (Field Service) (new); redeployment of 2 Field Service positions to the Supply/Fuel Cell Section (former Supply Section)*

National staff: *redeployment of 1 position (Local level) (existing) to the Supply/Fuel Cell Section (former Supply Section)*

United Nations Volunteers: *redeployment of 1 position to the Supply/Fuel Cell Section (former Supply Section)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	1	—	—	—	**1**	2	—	**3**	—	2	1	**6**
Proposed 2010	—	—	—	—	1	—	—	—	**1**	1	—	**2**	—	1	—	**3**
Change	—	—	—	—	—	—	—	—	**—**	**(1)**	—	**(1)**	—	**(1)**	**(1)**	**(3)**

178. The Office of Technical Services will continue to perform the functions described in paragraph 133 of A/63/346/Add.4.

179. It is proposed to establish an additional Field Service position of Logistics Assistant within the Office to assist in the coordination and oversight supervision of the seven sections that report to the Office of Technical Services, namely, Engineering, Communications and Information Technology, Supply/Fuel Cell, Surface Transport, Air Operations, Movement Control and Geographic Information.

180. The incumbent of the position would also be responsible for providing critical support in the coordination, planning and follow-up of projects and tasks carried out by the Office; serving as the logistics coordinating link on technical matters between offices at headquarters in Kabul and the regions, provinces and other locations of the Mission; coordinating the preparation and processing of budgets and performance reports for the technical sections and the preparation and submission of all reports and responses to audit queries pertaining to technical sections; coordinating the preparation of cross-cutting logistics plans and projects and monitoring their implementation; coordinating the implementation of asset management policies and operating procedures; ensuring the effective and efficient use of Mission resources by seeking to identify the most cost-effective solutions to logistics and technical requirements; and acting as liaison between the technical sections and the Human Resources Section.

181. It is also proposed to redeploy two Field Service, one Local level and one United Nations Volunteer positions to the Supply/Fuel Cell Section in view of the Mission's plans to centralize the management of fuel supply into a separate unit, following the practice of other large field missions.

Engineering Section

International staff: increase of 2 positions (1 P-3, 1 Field Service) (new)

	Professional category and above								General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	—	1	1	—	**2**	3	—	**5**	2	43	9	**59**
Proposed 2010	—	—	—	—	—	1	2	—	**3**	4	—	**7**	2	43	9	**61**
Change	—	—	—	—	—	—	**1**	—	**1**	**1**	—	**2**	—	—	—	**2**

182. The Engineering Section will continue to perform the functions described in paragraph 137 of A/63/346/Add.4.

183. In view of the anticipated further expansion of the Mission into six additional provinces, it is proposed to establish two additional positions within the Section as follows:

(a) Engineer/Explosive/Blast Protection Specialist (1 P-3), who would be responsible for the design, specifications and estimation of the passive security measures, including booms, beams, barriers, trenches, bastion/gabion walls and passive lighting, for all UNAMA facilities in all locations, and the management of related contracts and the supervision of work;

(b) Construction Projects Coordinator/Supervisor (Field Service), who would be responsible for coordinating and managing the engineering projects and maintenance requirements for the regional headquarters and the Mission headquarters in Kabul.

Communications and Information Technology Section

International staff: *increase of 4 positions (Field Service) (new), conversion of 1 General Service (Other level) position to the Field Service category*

National staff: *increase of 7 positions (Local level) (new)*

United Nations Volunteers: *increase of 4 positions (new)*

	Professional category and above								General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	—	1	—	—	**1**	10	1	**12**	7	28	3	**50**
Proposed 2010	—	—	—	—	—	1	—	—	**1**	15	—	**16**	7	35	7	**65**
Change	—	—	—	—	—	—	—	—	—	**5**	**(1)**	**4**	—	**7**	**4**	**15**

184. The Communications and Information Technology Section will continue to perform the functions described in paragraphs 142, 143 and 144 of A/63/346/Add.4.

185. The Section comprises five units and oversees over 150 staff members deployed to the Mission's field offices. In view of the further expansion of the Mission into six additional provinces, it is proposed to establish 15 additional positions within the Section as follows:

(a) Operations Manager (Field Service), who would be responsible for overseeing multifaceted communications and information technology projects; providing coordination of the Section's support to the Mission's offices; and assisting in planning the work, budget and procurement plans of the Section at large;

(b) Information Technology Assistants (3 Field Service), who would be responsible for assisting in managing the virtual private network, networking with Cisco routers and switches, Lotus Notes Domino, corporate applications, VMware-based server virtualization, storage area networking and disaster recovery business continuity;

(c) Telephone Billing Assistant (Local level), who would be responsible for managing the records of phone logs for landline use and reconciling invoices received from commercial suppliers;

(d) Asset Management Clerks in the Asset Management Unit (2 Local level): the Unit provides support to five locations in Kabul and 24 other locations outside of Kabul, including in the warehouse. The incumbents of the proposed positions would provide additional support to meet the anticipated increased workload of the warehouse;

(e) Special Equipment Assistant (Local level), who would be responsible for repairs and maintenance of the Section's office equipment and the equipment of various other sections of the Mission, including personal computers, laptops, monitors, printers, photocopiers, digital scanners, facsimile machines, closed caption television equipment, X-ray machines, ID Tel systems and business card printers;

(f) Cabling Assistant (Local level): who would be responsible for handling network wiring materials, such as cables, jack module terminations, patch panels and patch panel cables; performing network wiring installations; and maintaining and expanding the existing physical network wiring installations, as required;

(g) Service Desk Team Leader (Local level): the Section presently has four service desk operators serving over 1,500 Mission staff. The incumbent of the proposed position would oversee and coordinate the team of service desk operators;

(h) Archiving Clerk (Local level), who would be responsible for assisting in archiving the Section's reference material on the Tower Records Information Management (TRIM) system; and supporting end-users;

(i) Telephone Billing Assistant (United Nations Volunteer), who would be responsible for supporting the management and safe accounting of the Mission's telephone recoveries and of contracts and payments to service providers and technical support companies;

(j) Asset Management Assistant (United Nations Volunteer), who would be responsible for providing support in the management of the Section's expendables,

which require enhanced oversight; and resolving discrepancies found by the Property Control and Inventory Unit in its coverage of 29 Mission locations;

(k) Systems Administrator (United Nations Volunteer), who would be responsible for providing assistance in supporting systems software and application systems, such as Mercury, Galileo, the Field Personnel Management System, Matrix, TRIM, Air Safety and the UNAMA website;

(l) Telecommunications Assistant (United Nations Volunteer), who would be responsible for providing assistance in supporting radio, microwave, satellite communications and telephone systems in the field offices.

186. It is also proposed to convert one existing General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Supply/Fuel Cell Section (former Supply Section)

International staff: *increase of 1 position (P-3) (new); redeployment of 2 Field Service positions from the Office of Technical Services*

National staff: *increase of 4 positions (Local level) (new); redeployment of 1 Local level position from the Office of Technical Services*

United Nations Volunteers: *increase of 2 positions (new); redeployment of 1 position from the Office of Technical Services*

	Professional category and above									*General Service and related categories*			*National staff*		
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*
Approved 2009	—	—	—	—	—	—	—	1	**1**	1	—	**2**	—	7	—
Proposed 2010	—	—	—	—	—	—	1	1	**2**	3	—	**5**	—	12	3
Change	—	—	—	—	—	—	**1**	—	**1**	**2**	—	**3**	—	**5**	**3**

187. The Supply/Fuel Cell Section will continue to perform the functions described in paragraph 147 of A/63/346/Add.4. However, the fuel management function presently carried out within the Office of Technical Services is proposed to be redeployed, along with its respective staffing complement (2 Field Service, 1 Local level, 1 United Nations Volunteer) to the Supply Section, and to rename the latter as the Supply/Fuel Cell Section.

188. In addition to the areas of responsibility described in paragraph 147 of A/63/346/Add.4, the Supply/Fuel Cell Section, will provide effective and timely planning, oversight and coordination of supply support operations and will manage the requisitioning process for procurement and conduct all supply operations within the Mission in terms of general supplies, office and accommodation furniture and equipment, rations and bottled water in compliance with minimum operating security standards and requirements related to the influenza pandemic. The Section is also responsible for contract management, the acquisition and inventory of all non-expendable and expendable supplies and maintenance of the living

accommodation units. In view of the anticipated further expansion of the Mission into six additional provinces, it is proposed to establish seven additional positions, as follows:

(a) Chief of Supply (P-3), who would be responsible for overseeing and formulating supply support operations for the provision of required supplies and services; coordinating and supervising the work of the Supply Warehouse and the Assets Management Units; providing guidance, instructions and procedures for supply support of the Mission's field offices; and managing the Section's acquisition processes, including the preparation of budget proposals, acquisition planning, development of scopes of work, technical evaluations and inputs for submission to the Local Committee on Contracts and the Headquarters Committee on Contracts;

(b) Supply Clerks/Handymen (3 Local level), who, under the supervision of the Warehouse Manager, would be responsible for providing clerical assistance;

(c) Fuel Assistant (Local level), who would be responsible for assisting in the management of aviation and ground fuel and the corresponding strategic analysis of aviation/ground fuel requirements; and assisting the Chief of the Fuel Unit in the preparation of annual assessment of resources to meet the fuel requirements of the Mission;

(d) Warehouse Assistant (United Nations Volunteer) who would be responsible for conducting daily warehouse operations and carrying out a wide range of warehouse management duties; and ensuring compliance with guidelines established for the handling of stocks and recordkeeping;

(e) Fuel Assistant (United Nations Volunteer), who would be responsible for assisting in the management of aviation and ground fuel and the corresponding strategic analysis of aviation/ground fuel requirements; and assisting the Chief of the Fuel Unit in the preparation of annual assessment of resources to meet the fuel requirements of the Mission.

Surface Transport Section

International staff: *increase of 1 position (Field Service) (new)*

National staff: *increase of 57 positions (Local level) (new)*

United Nations Volunteers: *increase of 2 positions (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	1	—	—	**1**	5	—	**6**	2	97	2	**107**
Proposed 2010	—	—	—	—	—	1	—	—	**1**	6	—	**7**	2	154	4	**167**
Change	—	—	—	—	—	—	—	—	—	**1**	—	**1**	—	**57**	**2**	**60**

189. The Surface Transport Section will continue to perform the functions described in paragraph 149 of A/63/346/Add.4.

190. In view of the anticipated further expansion of the Mission into six additional provinces, it is proposed to establish 60 additional positions, as follows:

(a) Vehicle Mechanic in the Vehicle Workshop (Field Service), who would be responsible for carrying out scheduled maintenance and other repairs of vehicles of the Mission's ground fleet and other material handling equipment; and developing a training programme on vehicle maintenance for the national staff of the Mission with the aim of assisting with capacity-building;

(b) Dispatchers in the Transport Dispatch Unit (2 United Nations Volunteers), who would be deployed to Compound B at headquarters in Kabul to serve the Mission's substantive offices; and to the United Nations Operations Centre in Afghanistan to serve in the Mission Support offices;

(c) Drivers in the Transport Dispatch Unit (56 Local level): in view of the proposed increase of the Mission's ground fleet to 526 vehicles, and taking into consideration the policy that limits driving privileges of international staff for security reasons, additional national drivers will be required. There are currently 77 authorized positions for drivers (Local level) and 14 individual contractors serve as drivers at headquarters in Kabul. Furthermore, the prior increase in staff, particularly in the substantive areas of the Mission (Compound B) has overstretched the capacity of the Unit to provide efficient and effective transportation services as evidenced by the following:

(i) Between 2007 and 2008, the number of staff shuttle bus runs was 19. In 2009, the number increased to 28, and in 2010 it is anticipated to rise to 38;

(ii) Owing to the deteriorating security situation in the country, it was recommended that only armoured vehicles be used to transport staff to and from the airport and staff travelling on the Jalalabad road; hence, there has been an increase in vehicle movement since the seating capacity of the armoured vehicles is less than the minibus;

(iii) The number of United Nations flights increased during the biennium 2008-2009, and it is expected to increase further in 2010;

(iv) The engagement of individual contractors has been necessary to maintain the increasing level of basic transport services;

(d) Tire Repairman (Local level), who would be responsible for repairing tires of armoured vehicles.

Air Operations/Movement Control Section

International staff: *redeployment of 2 positions (1 P-4, 1 P-3) to the newly established Air Operations Section; redeployment of 2 positions (Field Service) to the newly established Movement Control Section*

National staff: *redeployment of 6 positions (2 National Officers, 4 Local level) to the newly established Air Operations Section; redeployment of 19 positions (2 National Officers, 17 Local level) to the newly established Movement Control Section*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	1	1	—	**2**	2	—	**4**	4	21	—	**29**
Proposed 2010	—	—	—	—	—	—	—	—	**—**	—	—	**—**	—	—	—	**—**
Change	—	—	—	—	—	**(1)**	**(1)**	—	**(2)**	**(2)**	—	**(4)**	**(4)**	**(21)**	—	**(29)**

191. It is proposed to abolish the combined Air Operations/Movement Control Section and to redeploy its functions and staffing as follows:

(a) Redeployment of air operations functions and staffing complement (1 P-4, 1 P-3, 2 National Officers, 4 Local level) to the newly established Air Operations Section;

(b) Redeployment of movement control functions and staffing complement (2 Field Service, 2 National Officers, 17 Local level) to the newly established Movement Control Section.

192. The decision to abolish the Air Operations/Movement Control Section was in response to the anticipated further expansion of the Mission, which would require that the air operations and movement control functions be broken down into specialized units, following the practice in field missions of similar size.

Air Operations Section

International staff: *increase of 3 positions (1 P-3, 2 Field Service); redeployment of 2 positions (1 P-4, 1 P-3) from the disbanded Air Operations/Movement Control Section*

National staff: *increase of 4 positions (1 National Officer, 3 Local level) (new); redeployment of 6 positions (2 National Officers, 4 Local level) from the disbanded Air Operations/Movement Control Section*

United Nations Volunteers: *increase of 4 positions (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Proposed 2010	—	—	—	—	—	1	2	—	**3**	2	—	**5**	3	7	4	**19**
Change	—	—	—	—	—	**1**	**2**	—	**3**	**2**	—	**5**	**3**	**7**	**4**	**19**

193. A review of the Mission's aviation requirements was carried out in order to enhance the safe and efficient provision of services to maintain the continuity of the UNAMA aviation programme. Several issues were considered as part of the review, including the further expansion of the Mission into six additional provinces, which will require enhanced air support; the continued deterioration of the security situation throughout the country, resulting in the heavy restriction of ground movement; the recommendations from the Department of Field Support and the Department of Peacekeeping Operations for the enforcement of operating standards, regulations and the laws governing aviation activities; the increased demand for air transport staff and materials to be deployed to additional locations to support elections in the country; and the proposed increase of the Mission's air fleet to 10 aircraft. The review concluded that the aviation and movement control functions are deemed distinct yet complementary and would be best carried out separately. It is proposed to establish a separate section and the inward redeployment of aviation functions and staffing complement (1 P-4, 1 P-3, 2 National Officers, 4 Local level) to the newly established Air Operations Section.

194. The Section will be responsible for planning and coordinating the utilization of the Mission's air assets; implementing a coordinated air support system throughout the Mission area; developing and implementing aviation standard operating procedures; managing operational control over air charter contracts; overseeing airfield services and airfield conditions and providing proposals for required airfield rehabilitation; managing air terminal operations; conducting surveys and assessments of airfields at remote sites and helicopter landing zones; providing threat assessments and aeronautical and meteorological information to aircrews; liaising with national and international aviation authorities; and arranging flight clearances and flight following.

195. It is also proposed to establish the following 11 additional positions to strengthen the Mission's air operations:

(a) Chief, Technical Compliance Quality Assurance Unit (P-3), who would be responsible for all technical compliance matters to ensure that all UNAMA aviation activities are safe, efficient and in compliance with relevant aviation regulations, United Nations procedures, and the standard and recommended practices issued by the International Civil Aviation Organization; the management and supervision of the Unit in all activities related to contract management, quality assurance and standardization; liaising with aviation contractors; coordinating aviation operations compliance activities and monitoring the technical and safety performance of the Mission's aviation assets; liaising and coordinating with the Mission's Air Safety Unit; liaising with the Afghanistan Civil Aviation Authority and Kabul International Airport in matters related to civil aviation; and establishing and maintaining relationships with staff of other United Nations, humanitarian and commercial carriers and ground handling companies;

(b) Chief, Air Operations Centre (Field Service position), who would be responsible for the safe and efficient conduct of air operations activities; the supervision and management of the Air Operations Centre, the Planning and Scheduling Unit, and the Meteorological Unit; ensure that air operations activities are conducted in compliance with all applicable aviation regulations, norms and procedures; and coordinate search and rescue air operations;

(c) Ramp Services Supervisor (Field Service), who would be responsible for performing ramp management services for UNAMA aircraft and coordinating with national airport authorities to ensure safe ground operations on the ramp, including aeronautical information, emergency response, and ground and passenger/cargo handling services; and monitoring aviation fuel handling and fuel quality control;

(d) Meteorological Officer (National Officer), who would be responsible for the provision of meteorological services in support of the Mission's air operations following the structure of other aviation sections in missions of similar size; provision of weather forecasts during the planning process; decoding different weather reports for the aircrew and air operations staff; and conducting training for air operations staff deployed to field offices on the utilization and maintenance of meteorological equipment;

(e) Air Operations Planning Assistant (Local level), who would be responsible for planning and scheduling the Mission's air assets in accordance with all applicable aviation regulations, norms and procedures; managing aviation planning; and assigning aviation tasks to the appropriate aircraft and crew to ensure safe, efficient, reliable, flexible and cost-effective air support;

(f) Administrative Assistant (Local level), who would be responsible for providing assistance to the Chief Aviation Officer in carrying out administrative activities within the Section;

(g) Air Operations Assistant (Local level), who would be responsible for providing assistance to two flight followers in order to maintain maximum and full support to UNAMA flights; assisting the Air Operations Centre in carrying out air operations planning; acting as a focal point for the field flight coordinators; providing security reports to the flight coordinators and pilots and communicating meteorological reports to air operations personnel; and assisting in conducting risk assessments before, during and after flights;

(h) Fire Marshall/Aircraft Rescue Manager (United Nations Volunteer), who would be responsible for developing firefighting and rescue plans; conducting training in fire prevention, inspection of airfields and helicopter landing sites for compliance with fire codes in accordance with all applicable aviation regulations, norms and procedures; investigating fire incidents to provide preventive actions and recommendations; inspecting and controlling firefighting equipment related to aviation in the Mission; and conducting surveys of airfields and helicopter landing sites to determine and detect the presence of flammable or hazardous materials;

(i) Duty Officers in the Air Operations Centre (3 United Nations Volunteers), who would be responsible for carrying out air operations and coordinating all Mission air operation activities on a daily basis; managing the services and resources provided by the Air Operations Centre; providing flight crews with briefings of current information; tracking and monitoring all aircraft while in flight; acting as the primary countrywide flight information service for the Mission's air assets; enhancing the reporting and information flow of the Centre; and taking immediate action to alert aircrews and all concerned about information on threats and/or changes in the security landscape of the region.

Movement Control Section

International staff: *increase of 2 positions (Field Service) (new); redeployment of 2 positions (Field Service) from the disbanded Air Operations/Movement Control Section*

National staff: *redeployment of 19 positions (2 National Officers, 17 Local level) from the disbanded Air Operations/Movement Control Section*

United Nations Volunteers: *increase of 1 position (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	*To*
Approved 2009	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Proposed 2010	—	—	—	—	—	—	—	—	—	4	—	4	2	17	1	
Change	—	—	—	—	—	—	—	—	—	**4**	—	**4**	**2**	**17**	**1**	

196. In view of the review mentioned in paragraph 193 above, it is also proposed to establish a separate section to manage the Mission's movement control requirements through the proposed inward redeployment of the movement control functions and staffing complement (2 Field Service, 2 National Officers, 17 Local level). The Section will be responsible for managing the routine movement operations within and outside the Mission area; managing the transport of personnel and equipment and coordinating routine movement operations; and identifying the mode of transport that is the most practicable and cost-efficient to meet the operational requirements of the Mission.

197. It is also proposed to strengthen the Section's capacity to ensure full coverage within the Section by international staff; and to meet the increasing demands for services resulting from the anticipated increase of movement of passengers and cargo and the upcoming commencement of UNAMA flights to and from Dubai. It is proposed to establish three additional positions as follows:

(a) Movement Control Officer (Field Service), who would be responsible for overseeing the operations of the Section; providing technical and operational advice to all concerned personnel; establishing and operating an effective system within the Section to ensure the delivery of quality services in support of the Mission's mandate; providing overall management and execution of all aspects of air, road and sea movements and transportation operations in a safe, efficient, timely and cost-effective manner; managing the planning of operations for the provision of resources, execution of movement of personnel and the physical distribution of resources; initiating the acquisition of commercial movement and transport resources/services to facilitate the execution of movement plans; liaising with national and regional government customs authorities for the import/export of United Nations cargo; ensuring that all services contracted are rendered in a satisfactory manner and facilitating the processing of payment for such services; ensuring that dangerous goods transported are prepared in accordance with all applicable movement regulations, rules and procedures; establishing and maintaining an effective safety plan for the safe conduct of movement operations

and ensuring that all accidents involving aircraft, vehicles and vessels and all incidents related to movement control operations are reported and investigated; managing the Mission's sea containers inventory; and ensuring that statistical information and records on movement of passengers and cargo are properly maintained by the Section;

(b) Movement Control Assistant (Field Service), who would be responsible for supervising and managing movement control functions at the air terminal to ensure quality services to passengers, VIP handling, cargo services, and loading and unloading of aircraft. Since operations at the air terminal fall under the dual responsibility of the Mission's Chief of Movement Control and the Chief Aviation Officer, the Movement Control Assistant will be posted at the air terminal on a permanent basis. In the absence of the Air Passenger Cell Supervisor, he or she will also be responsible for ensuring that passengers are kept informed of international aviation safety requirements and of necessary changes in flight schedules; ensuring that up-to-date statistical information and records on movement of passengers are maintained; and overseeing the planning of operations for the provision of resources and execution of movement of personnel;

(c) Movement Control Assistant (United Nations Volunteer), who would be responsible for providing overall administrative support.

Geographic Information Section

International staff: *increase of 1 position (P-2) (new)*

National staff: *increase of 1 position (Local level) (new)*

United Nations Volunteers: *increase of 1 position (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	1	—	**1**	—	—	**1**	—	—	1	**2**
Proposed 2010	—	—	—	—	—	—	1	1	**2**	—	—	**2**	—	1	2	**5**
Change	—	—	—	—	—	—	—	**1**	**1**	—	—	**1**	—	**1**	**1**	**3**

198. The Geographic Information Section will continue to perform the functions described in paragraph 154 of A/63/346/Add.4.

199. When the Section was initially conceived, UNAMA and the Cartographic Section at Headquarters agreed to divide the support concept into phase one in the start-up year (2009) and phase two in 2010. On the basis of this arrangement and in order to support the anticipated further expansion of the Mission, it is proposed to establish three additional positions as follows:

(a) Associate Geographic Information Officer (P-2), who would be responsible for providing in-depth geospatial information; acting as Officer-in-Charge in the absence of Chief of the Section; carrying out managerial and administrative activities in addition to regular geospatial activities; managing the

website services of the Section, country profile maps and online services; assisting in preparing and maintaining the international boundary geographic data; creating standard thematic mapping products at all scales to support decision-making and information dissemination processes of other sections; compiling topographic mapping products to support the Mission's operations; assisting in operating the Mission's Intranet map servers and its associated services to aid other Mission staff in accessing common information; maintaining Mission geographic databases to ensure that all staff have access to the most current information available; assisting in terrain analysis to support Mission decisions, such as location of communications links and others; archiving the Mission's geographic data and products for system backup; and assisting in spatial training of non-spatial Mission staff to ensure maximum utilization of the Section;

(b) Geographic Information Assistant (Local level), who would be responsible for disseminating geographic data; assisting in the collection, production and field survey of geospatial data; conducting data editing and printing; and interpreting local geographic data into the Section's geographic system;

(c) Geographic Information Specialist (United Nations Volunteer), who would be responsible for geospatial data collection, production and field survey; focusing on verification of geospatial data for aggregation and dissemination; collecting, producing and carrying out field surveys of geographic data; operating and maintaining geographic systems and associated extensions; maintenance of the geodatabase; performing database backup validation, quality control and metadata creation; carrying out topographic or thematic mapping projects; integrating vector and raster data sources, such as Global Positioning System, imagery or vector maps; carrying out geodatabase maintenance; carrying out maintenance of various devices; and performing analysis of topographic features.

Training Section

International staff: *redeployment of 1 position (P-3) to the newly established Training Unit, Human Resources Section*

National staff: *redeployment of 4 positions (2 National Officers, 2 Local level) to the newly established Training Unit, Human Resources Section*

United Nations Volunteers: *redeployment of 2 positions to the newly established Training Unit, Human Resources Section*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total inter-national***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	1	—	1	—	—	1	2	2	2	7
Proposed 2010	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Change	—	—	—	—	—	—	(1)	—	(1)	—	—	(1)	(2)	(2)	(2)	(7)

200. It is proposed to abolish the Training Section and to redeploy its functions and staffing complement (1 P-3, 2 National Officers, 2 Local level, 2 United Nations Volunteers) to the newly established Training Unit under the Human Resources Section.

Human Resources Section (formerly Personnel Section) (including the Travel Unit and the Training Unit)

International staff: *increase of 7 positions (1P-4, 1 P-3, 5 Field Service) (new); reclassification of 2 positions (1 P-4 to the P-5 level and 1 P-3 to the P-4 level); conversion of 1 General Service (Other level) position to the Field Service category; redeployment of 3 positions (1 P-3 from the Training Section, 2 Field Service from the Travel Unit, General Services Section)*

National staff: *increase of 8 positions (1 National Officer, 7 Local level) (new); redeployment of 7 positions (2 National Officers and 2 Local level from the Training Section, 3 Local level from the Travel Unit, General Services Section)*

United Nations Volunteers: *redeployment of 3 positions (2 from the Training Section, 1 from the Travel Unit, General Services Section)*

	Professional category and above								*General Service and related categories*				*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	1	2	—	**3**	4	1	**8**	3	6	1	**18**
Proposed 2010	—	—	—	—	1	2	3	—	**6**	12	—	**18**	6	18	4	**46**
Change	—	—	—	—	**1**	**1**	**1**	—	**3**	**8**	**(1)**	**10**	**3**	**12**	**3**	**28**

201. The Human Resources Section will continue to perform the functions described in paragraph 157 of A/63/346/Add.4.

202. In addition to establishing an integrated approach within the Section by consolidating functions among Human Resources Officers and Assistants, and providing integrated operational support, specialist support and staff selection and recruitment services, it is proposed that the training and travel services be integrated into the Human Resources Section in 2010. This will ensure that the Mission management and staff receive comprehensive and highly coordinated services from the Section.

203. The planning for bridging staffing gaps vis-à-vis performance expectations through capacity-building within the Mission programmes and external training will be more appropriate if managed within the Human Resources Section. Furthermore, a recent management review at the Mission recommended that travel services be integrated as part of the Human Resources Section, rather than the General Services Section. It is therefore proposed to integrate travel activities, currently under a separate unit within the General Services Section, by redeploying its functions and staffing complement (2 Field Service, 3 Local level, 1 United Nations Volunteer) to the Human Resources Section. It is also proposed to integrate training activities, currently under a separate section under the Office of Administrative Services, by

redeploying its functions and staffing complement (1 P-3, 2 National Officers, 2 Local level, 2 United Nations Volunteers) into the Human Resources Section.

204. It is also proposed to reclassify an existing P-3 position to the P-4 level to head the Integrated Mission Training Unit under the Human Resources Section. The incumbent of the position will report directly to the Chief of Section.

205. The challenges of human resources management in UNAMA go beyond the normal personnel functions of recruiting and processing staff to get them on board. As a result of high attrition rates, there is an urgent need for creative strategic thinking that consolidates an integrated approach to include recruitment, performance management, staff development and staff-manager relationships. Such strategies should include a comprehensive collection and analysis of staffing and personnel data and should be shared with the Field Personnel Division of the Department of Field Support and the Mission leadership in order to develop and implement human resources policies that will facilitate the active implementation of the Mission mandate.

206. The mobilization and management of human resources in UNAMA is multidimensional and extremely complex and requires the services of senior and highly experienced human resources staff. Providing strategic human resources support to staff members must be a priority. While the quick turnover of staff has been a serious issue, and the arrival of newly recruited staff did not match the number of staff leaving the Mission, it is expected that the issue would assume greater importance with the increased number of staff being deployed to field offices, where they live under very precarious conditions.

207. It is therefore proposed to reclassify one existing position from the P-4 to the P-5 level, the incumbent of which would serve as Chief of the Human Resources Section. He or she would be required to provide strategic advice to the senior management on human resources mobilization and management, streamline the human resources processes and manage the efforts of the Mission in building substantive capacity among staff members.

208. There is also a need to enhance the knowledge base among human resources staff in the administration of benefits and entitlements, which is of particular importance given the increased delegation of such functions to the field under the latest human resources reform, and to ensure that the Section provides integrated human resources support to management and staff members.

209. UNAMA operates in an extremely difficult and dangerous security environment. There is a serious need for the Office of Mission Support to work in close coordination with the Chief Security Adviser. While the Chief of Mission Support closely coordinates with the Chief Security Adviser on the overall security situation and policy issues, the Chief of Human Resources will maintain a constant dialogue with the Mission's Chief Security Officer to address issues that have an impact on the performance of daily/assigned functions by staff members, and continuously feed the information to section chiefs, heads of services and component and to regional administrative officers.

210. Staff welfare and counselling services are also closely associated with the performance management of staff members. The only section within the Mission that maintains a constant dialogue with programme managers and that has a comprehensive understanding of the behavioural patterns, changing attitudes of staff

members and issues that have an impact on the delivery of outputs is the Human Resources Section. In this environment, the Chief of the Section will maintain a constant contact with the Staff Counselling/Welfare Unit.

211. Furthermore, the Chief of the Section serves as the primary conduit between and adviser for the senior Mission management and staff with regard to implementation of human resources policies and procedures. As the senior human resources expert at the Mission level, the incumbent of the position will be the primary human resources interface regarding cross-cutting issues between the Head of Mission and the Field Personnel Division. Within this context, the Chief of Human Resources will be responsible for the specific application at the Mission level of the global human resources action plan and will also be the prime actor in human resources planning policy development and problem solving within UNAMA.

212. Within the context of a strengthened integrated approach, it is also proposed to establish 15 additional positions within the Section, as follows:

(a) Human Resources Officer/Head, Operations Unit (P-4): In connection with the reorganization of the Section, it is proposed to establish an Operations Unit, which would be responsible for the administration of benefits and entitlements of national and international staff of the Mission; manage staffing tables and human resources action plans; and provide information technology system support to the Section. The incumbent of the position will head the Operations Unit and will be responsible for managing human resources, including human resources planning and the human resources action plan of the Mission; performance management; post management; and providing support to the military advisers and United Nations police officers assigned to the Mission;

(b) Human Resources Officer/Head, National Staff Support Unit (P-3): Although the current responsibility for the recruitment of national staff has been consolidated into the Staff Selection/Recruitment Unit of the Human Resources Section, the incumbent of the position of Head of the National Staff Support Unit will be responsible for managing the support provided to over 2,000 national staff, with enhanced accountability to perform the further delegation from Headquarters in New York in the administration of entitlements; providing advice to the Mission's national staff on the proper interpretation of human resources policies and procedures; processing staff entitlements; properly applying performance-based evaluations; recording time and attendance and processing of leave, night differential and claims for all national staff of the Mission; monitoring and evaluating recruitment and placement activities in all field offices; and carrying out regular field visits to address the concerns of national staff;

(c) Human Resources Assistants/International Staff Support Unit (2 Field Service): At present, two staff members within the Unit are responsible for covering 425 international staff. It is expected that further delegation of authority to administer staff entitlements will be extended to the Mission. The areas expected to be managed at the Mission and that therefore need to be strengthened in terms of staff in the Unit include approval of contract extensions; home leave/family visit entitlements; processing of time and attendance and leave requests; education and repatriation grants; within grade increments and special post allowance; certification of proof of relocation for final pay; verification of rental subsidy applications and receipts for rental subsidy claims; mobility and hardship status; and maternity and paternity leave;

(d) Human Resources Assistants/Staff Selection Unit/Recruitment Support Unit (2 Field Service): Currently, the Recruitment Support Unit is responsible for the staff selection process. Under the revised human resources organizational structure, the Unit will also be responsible for providing support to managers in the selection of the most qualified candidates for international positions, as well as for mobilizing, selecting and recruiting national staff; developing generic job profiles/function-specific vacancy announcements and rostering/advertisements; providing support to the Chief of Human Resources in assessing the training needs for human resources staff; and developing and institutionalizing training/capacity-building within the Section. The incumbents of the proposed positions will therefore carry out duties as Human Resources Assistants in the International Staff Selection Unit and the National Staff Recruitment Unit, respectively;

(e) Human Resources Assistants/National Staff Support Unit (4 Local level), who would be responsible for providing integrated human resources services to the national staff serving in over 35 different Mission locations, including leave and attendance management, administration of entitlements, extension of appointments, maintenance of records in human resources systems, and the provision of support in the compliance of performance management. The incumbents of the proposed positions will be required to travel extensively and work closely with heads of field offices. Furthermore, the transition of national staff from appointment of limited duration contracts to the contractual arrangements now in effect will result in an increased workload for the Unit;

(f) Training Assistants/Integrated Mission Training Centre (2 Local level): The Integrated Mission Training Centre is responsible for developing and delivering internal training courses to all Mission personnel, including international, national, military, civilian police and United Nations Volunteers. The Centre is also responsible for providing the proper administration of United Nations language proficiency examinations and the competitive examinations for recruitment to the Professional category of staff members from other categories. The incumbents of the proposed positions will be responsible for the development of courses and management of the training budget; developing and implementing a database of training activities (in-house and external); assisting the Chief of Training to assess the Mission's training needs and reporting those needs through assessment surveys; designing, developing and implementing training and learning activities; delivering basic capacity-building courses such as the use of computer applications, presentation skills, or time management; supporting the delivery of in-house courses; and coordinating and organizing space, supplies and all logistic support for the training activities organized by the Centre;

(g) National Human Resources Officer/Specialist Support Cell (1 National Officer): The Specialist Support Cell is responsible for managing staffing tables; coordinating with all parties involved in the implementation of the Human Resources Action Plan of the Mission; monitoring audit recommendations on human resources activities and their implementation; managing overall compliance with ePAS and the human resources information technology system support; and administration of the entitlements of the United Nations military advisers and police officers. The incumbent of the position will be responsible for supporting the management of national staff, including vacancy management; monitoring staffing levels for national positions; coordinating with the National Staff Unit on all recruitment issues; reconciling and providing lists of vacant national staff positions

to the Recruitment Unit; and preparing statistical staffing and post incumbency reports on a monthly basis;

(h) Head, Travel Unit (Field Service): The Travel Unit is responsible for the arrangement of official travel, relocation travel and obtaining visas, including booking tickets for staff travelling on official business; arranging security clearance and immigration services for UNAMA personnel prior to their arrival to the Mission in Kabul; arranging initial accommodation for newly arrived personnel; booking hotel space for conferences or VIP visits to Kabul; and assisting with immigration and protocol matters during VIP visits to the Mission. Furthermore, the Head of the Travel Unit oversees the performance of the existing travel management contracts and arranges for the issuance of Afghan visas for all incoming international personnel on arrival;

(i) Travel Assistant (Local level), who would be responsible for recording and maintaining travel data and records in electronic information travel systems; preparing, processing and following-up on administrative arrangements and forms related to the official travel of staff; processing invoices; processing arrival information for staff; processing bookings at hotels or guesthouses for new arrivals and staff travelling from field offices to Kabul; and performing travel-related administrative duties.

213. It is also proposed to convert one at the General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Finance Section

International staff: *increase of 2 positions (Field Support) (new); conversion of 3 General Service (Other level) positions to the Field Service category*

National staff: *increase of 3 positions (1 National Officer, 2 Local level) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	1	2	2	**5**	1	3	**9**	1	12	2	**24**
Proposed 2010	—	—	—	—	—	1	2	2	**5**	6	—	**11**	2	14	2	**29**
Change	—	—	—	—	—	—	—	—	—	**5**	**(3)**	**2**	**1**	**2**	—	**5**

214. The Finance Section is responsible for the provision of effective financial administration and risk management advice in support of the implementation of the Mission's mandate and aimed at ensuring that the United Nations financial regulations and rules are strictly observed. It is also responsible for managing internal controls in order to provide effective and efficient financial operations and reliability in the preparation and presentation of financial reports from all field offices; maintaining financial controls; maintaining and administering Mission accounts, disbursement of funds in settlement of vendors'/suppliers' invoices and staff travel claims; administering the national staff payroll and allowance payments; and administering the Mission bank accounts.

215. In view of the anticipated further expansion of the Mission, a corresponding increase in the workload of all units of the Section is expected. In order to meet those anticipated increasing demands, it is proposed to establish the following five additional positions:

(a) Finance Assistant/Payment and Claims Unit (1 Field Service): The recent strengthening and expansion of the Mission increased by 50 per cent the number of vendor payments processed by the Unit over the preceding period. Financial activities in all parts of the Mission are expected to increase further in 2010. The Unit will be responsible for monitoring all financial activities in the field offices to ensure proper recordkeeping and compliance with the United Nations financial rules and regulations; coordinating with field offices on all financial issues; maintaining reconciliation databases for all cash payments processed for field offices; engaging in regular visits to field offices to ensure financial compliance and conducting regular unannounced cash counts to ensure proper control and management as well as safety of the imprest and petty cash funds; and coordinating with the Mission's Surface Transport and Engineering Sections and field offices in the preparation of cost reports related to generators and vehicle fuel activities;

(b) Finance Assistant/Cash Unit (1 Field Service): The recent strengthening and expansion of the Mission increased by 50 per cent the workload of the Unit in support of staff members and 20 per cent in support of vendors over the preceding period. The Unit is responsible for the disbursement of payments generated by the Payroll Unit and Payment and Claims Unit to staff and vendors through bank transfers, both nationally and internationally; the local disbursement of monthly payment orders, hazard pay and travel allowances; processing cash received at headquarters in Kabul from United Nations agency personnel for medical services provided by the Mission's clinics and for the use of the Mission's aircraft. The incumbent of the proposed post will be responsible for carrying out the wide range of activities of the Unit;

(c) National Officer/Payroll Unit (1 National Officer): In view of the anticipated increase in the number of national staff of the Mission, payroll activity is expected to increase. An important requirement will be that special attention must be paid to ascertaining the availability of corresponding banks in the remote provinces. Hence, the incumbent of the position will be responsible for processing the payroll for national staff of the Mission; liaising with the Human Resources Section and with the field offices to ensure the accuracy of time and attendance data; serving as focal point for all regional payroll issues that relate to national staff; monitoring, analysing and processing the recovery of personal telephone charges from staff members; and managing and processing all other entitlements for national staff;

(d) Accounts Assistant, Accounts Unit (1 Local level): With the anticipated increase in the number of staff of the Mission, the activities of the Unit are also expected to increase. In particular, the establishment of additional provincial offices is expected to result in an increase in the activities of the Unit relating inter alia to obligations for the lease and construction of the additional field offices and the provision of increased security for each office. The incumbent of the proposed position will be responsible for the closing of monthly and semi-annual accounts and the preparation of financial statements; preparing monthly bank reconciliation statements for the national and international accounts of UNAMA; acting as focal

point for all accounts-related issues; verifying and initialling vouchers prepared within the Unit; monitoring and managing a large volume of accounts receivable activities; monitoring the obligation and liquidation activities of the Unit; reviewing debit and credit advices; and recording/approving vouchers processed by national staff within the Unit;

(e) Senior Assistant, Records Management Unit (1 Local level): The Unit is responsible for the receipt, recording and distribution of all incoming and outgoing financial documents; managing the flow of documents within the Finance Section to assure proper processing. In this connection, proper internal controls are required within the Section to expedite the flow of documents through the various steps of processing, approval, certification and posting, for which the Mission will set up a tracking system for completed files. The volume of such documents is expected to proportionately increase in 2010 along with the processing of financial documents for all Mission staff.

216. It is also proposed to convert three existing General Service (Other level) positions to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Procurement Section

International staff: *increase of 2 positions (Field Service) (new); reclassification of 1 position from the P-2 to the P-3 level; conversion of 2 General Service (Other level) positions to the Field Service category*

National staff: *increase of 1 Local level position (new); abolishment of 1 National Officer position*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	1	—	1	**2**	1	2	**5**	3	3	—	**11**
Proposed 2010	—	—	—	—	—	1	1	—	**2**	5	—	**7**	2	4	—	**13**
Change	—	—	—	—	—	—	**1**	**(1)**	—	**4**	**(2)**	**2**	**(1)**	**1**	—	**2**

217. The Procurement Section is responsible for the acquisition of all locally acquired supplies and services for the Mission, including defence stores, construction supplies, and ground and Jet A1 fuel. It comprises three units, namely the Contracts, Purchasing and Vendor Management Units.

218. The Procurement Section is also responsible for managing all local contracts for UNAMA, including all leases and contracts for armed and unarmed security services the value of which, including fuel, exceeds $11 million annually. The Mission is presently engaged in over 30 individual leases for existing field offices valued at $575,000 annually and has contracts in place for security services valued over $2 million annually. The Procurement Section is often required to shift its focus in response to the changing security conditions in the country, which can result in situations in which locations that were previously compliant with minimum operating security standards no longer being suitable. Consequently, new premises have to be sought and new leases negotiated. Furthermore, security services had to

be reconfigured and increased on a quarterly basis, which required frequent amendments to existing contracts or the negotiation of new security contracts. With regard to fuel, obtaining access to stable sources of uncontaminated jet fuel has been challenging owing to the competing demands of military forces and the difficulty of importing fuel from neighbouring countries.

219. The present budget proposal anticipates the further expansion of UNAMA into six additional provinces. Experience during recent expansions of the Mission has shown that to open each of the remote, and frequently isolated, offices would require up to three leases to consolidate adequate space for offices, accommodation, parking and the requisite standoff distance. In addition, each office will require heavy investment and construction to comply with minimum operating security standards, acquire adequate defence stores, refurbish premises to meet United Nations standards, and the engagement of both armed and unarmed security services. Furthermore, local suppliers of ground fuel for the vehicle fleet and generators, as well as other support services, must be identified. In order to meet those requirements, the Procurement Section will be obliged to make several trips to visit locations, negotiate with landlords of sites that have the potential to meet minimum operating security standards, seek multiple local vendors or contractors, and organize appropriate bidding exercises.

220. In order ensure proper procurement practices, and taking into account the increasing challenges, it is proposed to reclassify one existing position of Associate Procurement Officer from the P-2 to the P-3 level, the incumbent of which would serve as Chief of the Contracts Unit.

221. The Chief of the Contracts Unit will be responsible for the management of at least 60 leases Mission-wide and other multiple contracts for security services and fuel. The Unit requires procurement staff who are capable of conducting in-depth market searches of suitable vendors; preparing appropriate bids or requests for proposals; conducting accurate financial evaluations; summarizing technical evaluations; and drafting presentations for review by the Local Committee on Contracts. The incumbent of the post of Chief of Unit will also be responsible for negotiating terms advantageous to the Mission; ensuring that procurement staff in the Unit work closely with requisitioning officers to prepare requirements that would enable the Unit to derive the best terms for the Mission; and recognizing the advantages of cost-sharing contracts with other United Nations agencies operating in the Mission area.

222. It is also proposed to strengthen the Procurement Section through the establishment of the following three additional positions:

(a) Contracts Assistant, Contracts Unit (1 Field Service), who would be responsible for overseeing a share of the leases and preparing related cases for the Local Committee on Contracts. The incumbent of the position would be required to be familiar with market conditions in Afghanistan but, in keeping with audit observations, must also conduct greater surveys in the local market to meet procurement standards for the number of vendors invited according to the value of the contract. The establishment of the position will enable the Unit to keep better track of vendors' performance evaluations and to develop, solicit and negotiate local systems contracts to assure long-term advantages for the Mission;

(b) Chief, Purchasing Unit (1 Field Service): Over the past year, the Mission has experienced an increase in requisitions from 34 to 68 per month. The incumbent of the proposed position will therefore be responsible for ensuring that requisitioning offices prepare a rigorous acquisition plan in line with the delivery deadlines to be met to support projects within the Mission; ensuring that requisitioning offices have set clear, yet generic, descriptions of the items required; and conceptualizing, elaborating and implementing a clear procurement strategy to make use of sources within Afghanistan and in neighbouring countries;

(c) Purchasing Assistant, Purchasing Unit (1 Local level): The Mission has found it extremely difficult to find candidates for recruitment in Afghanistan with relevant advanced education in procurement or finance and experience in purchasing goods and equipment. It is therefore proposed to establish one additional Local level position and abolish one existing National Officer position. The incumbent of the proposed position would be required to be familiar with the local market, sources of supplies, and bargaining and negotiating terms, and have the ability to explain the United Nations terms and conditions for submitting bids or proposals to potential bidders. He or she will be responsible for liaising and advising international staff in the Procurement Unit on how to deal with potential local bidders and vendors; and advising potential bidders of the standards and procedures of procurement within the United Nations.

223. It is also proposed to convert two General Service (Other level) positions to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Medical Services Section

National staff: increase of 1 position (National Officer) (new)

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	1	1	—	**2**	—	—	**2**	3	9	6	**20**
Proposed 2010	—	—	—	—	—	1	1	—	**2**	—	—	**2**	4	9	6	**21**
Change	—	—	—	—	—	—	—	—	—	—	—	—	**1**	—	—	**1**

224. The Medical Services Section will continue to perform the functions described in paragraph 168 of A/63/346/Add.4.

225. The central clinic at UNAMA headquarters in Kabul is a United Nations level-I facility, designed to treat common illnesses among the international and national mission staff and their dependants. It also provides services 24 hours a day, 7 days a week, for emergency cases. Outpatient consultation is available during regular office hours. Treatment capabilities include primary care, advanced life support, trauma management, minor surgery, casualty evacuation, dental facilities and preventive medicine. The clinic is equipped with a pharmacy (with a stock to cover 4 to 6 months of medical supplies) and two ambulances. It also dispatches mobile

medical teams who see patients in their guesthouses or serve as standby teams during important activities or VIP visits.

226. The Section's Pharmacy Unit is currently managed by a Pharmacist (Local level), who is temporarily assisted by a Nurse (Local level). The Unit is responsible for the management and distribution of medical supplies, equipment and drugs to the seven regional satellite clinics, the satellite clinic in Compound B and the main UNAMA medical clinic at headquarters in Kabul.

227. The expansion of medical support to the Mission's field offices will require additional capability to provide an appropriate level of services. It is therefore proposed to establish an additional position at the National Officer level to carry out the functions of Pharmacist/Medical Logistics Officer in the Pharmacy Unit of the Medical Services Section.

228. The incumbent of the position must have a degree in pharmacology and hold a valid licence from the national pharmaceutical authorities. He or she will also be required to have a sound background in medical logistics planning and execution and strong management skills in acquisition planning, supply chain tracking and consumption rate monitoring in order to meet the regular demands for medical and pharmaceutical support and supplies in the main clinic, the regional clinics and the provincial offices. He or she will be responsible for managing the medical equipment, consumables and pharmaceutical component of all logistics support deliveries to UNAMA; participate in all receipt and inventory exercises; ensure that the drugs and pharmaceuticals delivered to the UNAMA warehouse meet acceptable standards; ensure that the storage conditions for drugs and pharmaceuticals are adequate; develop an inventory management procedure for receipt, warehousing, distribution, installation and maintenance of all medical equipment and supplies; and develop a distribution plan for the supply of drugs and pharmaceuticals to the field offices.

General Services Section

International staff: *increase of 1 position (Field Service) (new); redeployment of 2 positions (Field Service) to the Travel Unit, Human Resources Section; conversion of 1 General Service (Other level) position to the Field Service category*

National staff: *increase of 1 Local level position (new); redeployment of 3 positions (Local level) to the Travel Unit, Human Resources Section*

United Nations Volunteers: *redeployment of 1 position to the Travel Unit, Human Resources Section*

	Professional category and above									*General Service and related categories*			*National staff*		
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*
Approved 2009	—	—	—	—	—	1	1	—	**2**	6	1	**9**	1	19	4
Proposed 2010	—	—	—	—	—	1	1	—	**2**	6	—	**8**	1	17	3
Change	—	—	—	—	—	—	—	—	—	—	**(1)**	**(1)**	—	**(2)**	**(1)**

229. The General Services Section will continue to perform the functions described in paragraph 174 of A/63/346/Add.4.

230. The General Services Section comprises six units, namely, the Property Control and Inventory, Property Disposal, Receiving and Inspection, Mail and Pouch/Registry, Claims, and Camp Management Units, as well as the Immediate Office of the Chief of Section.

231. In view of the anticipated further expansion of the Mission, and in order to meet the increased property control, accountability and verification activities of the Unit, it is proposed to establish two additional positions, as follows:

(a) Property Control and Inventory Officer, Property Control and Inventory Unit (1 Field Service), who would be responsible for overseeing the operations of the Unit; providing policy guidance on conceptual strategy development and management of United Nations-owned equipment; managing the disposal of assets and developing, managing and implementing strategies and standard operating procedures designed to ensure compliance with United Nations rules and regulations and established policies and procedures for property management; planning and overseeing the management of activities undertaken by the Property Control and Inventory Unit; developing plans and strategies pertaining to the Mission inventory and stock holdings for United Nations-owned equipment, in consultation with asset holders; and conducting periodic analysis of all stock holdings to formulate policies and procedures in order to create efficiencies and effective asset monitoring;

(b) Property Control and Inventory Assistant, Property Control and Inventory Unit (1 Local level): The Property Control and Inventory Unit is responsible for the physical verification, inspection and record reconciliation of all non-expendable property maintained at headquarters in Kabul, as well as in field offices. The Unit is responsible for a total of approximately 11,000 assets with a value of approximately $34 million. United Nations-owned equipment is required to be physically inspected and verified in each location two times per year. The establishment of the proposed position will enable the Unit to meet increased property control, accountability and verification activities.

232. Training and travel services are proposed to be integrated into the Human Resources Section in 2010 with a view to ensuring that the management and staff of the Mission receive comprehensive and highly coordinated services from the Section. It is therefore proposed to redeploy the functions and staff of the Travel Unit (2 Field Service, 3 Local level, 1 United Nations Volunteer) to the Human Resources Section.

233. It is also proposed to convert one General Service (Other level) position to the Field Service category in line with General Assembly resolution 63/250 on the harmonization of conditions of service.

Staff Counselling/Welfare Section

International staff: increase of 1 position (P-3) (new)

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	1	1	—	**2**	—	—	**2**	1	1	2	**6**
Proposed 2010	—	—	—	—	—	1	2	—	**3**	—	—	**3**	1	1	2	**7**
Change	—	—	—	—	—	—	1	—	**1**	—	—	**1**	—	—	—	**1**

234. The Staff Counselling/Welfare Section will continue to perform the functions described in paragraphs 163 and 164 of A/63/346/Add.4.

235. The Section aims to improve morale and well-being and increase job satisfaction among staff by increasing the number of staff reached by workshops, training and group sessions; providing an immediate response to emergency cases and crises; and reaching and providing services to staff and their dependants in all Mission locations.

236. The functions of the Section have progressively increased and will continue to increase as a result of the anticipated further expansion of UNAMA to six additional provincial offices in 2010. Those offices will require considerable and sustained professional support from the Section, as there is evidence that the continued deterioration of the security situation in the country will exponentially increase stress levels among staff and their dependants. Furthermore, an increasing risk for psychological and emotional exhaustion, alcohol abuse, adjustment problems, depression, maladaptive behaviour and attempted suicide among staff have been clinically observed. Those risks could be mitigated by the continued timely and adequate provision of professional counselling services by mental health professionals.

237. Furthermore, the number of attacks on United Nations staff, vehicles and other properties has also increased. Cases of acute stress disorder and severe post-traumatic stress disorder related to security incidents is also increasing among staff. The most recent incidents in which UNAMA staff were directly targeted include: a bomb explosion in Tirin Kot (2 staff members affected); an armed assault in Kandahar (1 staff member seriously injured); and the kidnapping of a staff member in Jalalabad. The staff involved in those incidents will require long-term psychological support, and their colleagues will require ongoing services to address their traumatic experiences. The Section will continue to aim to provide adequate professional psychological services so that high stress levels can be addressed and maladaptive coping behaviours and psychological and emotional exhaustion can be prevented.

238. Since there are currently no professional counselling centres in Afghanistan, Mission staff are limited to utilizing the professional services of the Section. The workload of the Section in the past year in terms of provision of one-to-one individual and group counselling services, as well as phone and e-mail counselling,

has increased. The frequency of regional visits by counsellors also increased by 30 per cent.

239. In view of the above, it is proposed to establish an additional position of Staff Counsellor at the P-3 level. The incumbent of the proposed position, in coordination with the incumbent of the existing Staff Counsellor position, will be responsible for implementing a wide range of programmatic counselling activities; providing technical guidance and support to national staff and United Nations Volunteers training/counselling officers; coordinating activities with other sections of the Mission in order to address staff needs and monitor training activities provided by the Section; and conducting site visits to field offices on a rotation basis.

240. The establishment of the proposed position will also enable the Section to increase visits to field offices from 50 to 60; ensure the more expeditious deployment of staff counsellors in response to critical events; enable the staff to reach out to all field offices once every three months; and increase by 25 per cent the number of staff reached via phone counselling and by 40 per cent the number of patients reached through individual and group counselling sessions.

F. Regional and provincial offices

241. Under the Bonn Agreement of December 2001, eight regional offices in Kabul (Central regional office), Kandahar, Hirat, Mazari Sharif, Jalalabad, Kunduz, Bamyan and Gardez, and two provincial offices in Faryab (Meymaneh) and Badakhshan (Fayzabad), were established. During the following years, 13 additional provincial offices were established in Zabul (Qalat), Nimroz (Zaranj), Uruzgan (Tirin Kot), Hilmand (Lashkar Gah), Farah (Farah), Ghor (Chaghcharan), Badghis (Qala-I-Naw), Sari Pul (Sari Pul), Kunar (Asadabad), Baghlan (Khumri), Day Kundi (Nile), Khost (Khost) and Ghazni (Ghazni).

242. In its resolution 1868 (2009), the Security Council stressed the importance of strengthening and expanding the presence of UNAMA and other United Nations agencies, funds and programmes in the provinces; encouraged the Secretary-General to continue his current efforts to take necessary measures to address the security issues associated with such strengthening and expansion; and underlined the authority of the Special Representative of the Secretary-General in the coordination of all activities of United Nations agencies, funds and programmes in Afghanistan. The Council also decided that UNAMA and the Special Representative of the Secretary-General, within their mandate and guided by the principle of reinforcing Afghan ownership and leadership, would continue to lead the international civilian efforts, in accordance with their priorities as laid out in paragraph 4 of its resolution 1806 (2008), and inter alia through a strengthened and expanded presence throughout the country, to provide political outreach, to promote at the local level the implementation of the Afghanistan Compact, of the Afghanistan National Development Strategy and of the National Drugs Control Strategy, and facilitate inclusion in and understanding of the Government's policies.

243. A broader and stronger UNAMA provincial presence is expected to create and sustain synergies from activities from which United Nations system agencies, funds and programmes will benefit. Within the context of a renewed and strengthened mandate, the Mission intends to proceed with another measured expansion of its field presence by establishing six additional provincial offices in Puli Alam (Logar)

and Bazarak (Panjsher) (under the Kabul regional office); Sheberghan (Jawzjan) (under the Mazari Sharif regional office); Mehtarlam (Laghman) (under the Jalalabad regional office); and Taluqan (Takhar) (under the Kunduz regional office).

244. Table 7 details the approved 2009 staffing level and the proposed 2010 staffing structure of UNAMA field offices in the regions and provinces.

Table 7
Staffing requirements for regional and provincial offices

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Subtotal***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009[a]	—	—	—	1	7	28	47	39	**122**	49	—	**171**	151	834	19	**1 175**
Proposed 2010[b]	—	—	—	8	—	57	60	48	**173**	64	—	**237**	218	1 279	26	**1 760**
Change	—	—	—	**7**	**(7)**	**29**	**13**	**9**	**51**	**15**	—	**66**	**67**	**445**	**7**	**585**

[a] Includes 8 existing regional offices and 15 existing provincial offices.
[b] Includes 8 existing regional offices, 15 existing provincial offices and 6 proposed provincial offices.

Regional offices

245. The Mission has regional offices in Kabul, Kandahar, Hirat, Mazari Sharif, Jalalabad, Kunduz, Bamyan and Gardez, with a total authorized staffing strength of 728 positions. It is proposed to establish 104 additional positions for deployment to the existing regional offices, as detailed in table 8.

Table 8
Staffing requirements for regional offices

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	1	7	28	32	24	**92**	34	—	**126**	119	468	15	**728**
Proposed 2010	—	—	—	8	—	36	35	25	**104**	43	—	**147**	134	529	22	**832**
Change	—	—	—	**7**	**(7)**	**8**	**3**	**1**	**12**	**9**	—	**21**	**15**	**61**	**7**	**104**

246. The proposed staffing structure of the existing eight regional offices shows minor variations among the offices, ranging from 99 positions for the smaller offices to 114 positions for the larger ones. The difference is owing mainly to the deployment of additional security staff in some regional offices.

Heads of regional offices

247. The Head of Regional Office represents the Special Representative of the Secretary-General and is the United Nations focal point in his or her area of responsibility vis-à-vis the civilian authorities in the region. In this capacity, the Head of Office is responsible for interacting with government officials present in the area, including the Governor, the Provincial Council, Ministries, elders and tribal leaders, ISAF, the Afghan National Army, the Afghan National Police, the Chief Justice, representatives of international organizations, NGOs, the diplomatic community, donors and the media, on policy, programmes and security matters. The Head of Office is also responsible for ensuring that the UNAMA mandate and the role and functions of the regional office are well known and taken into account by all stakeholders; overseeing the effective functioning of the regional office and the consistent implementation, coordination and conduct of the mandate and activities of UNAMA in the area of responsibility; overseeing the management of plans, personnel, assets and security in the regional office's area of responsibility, and the activities of all international and national staff assigned to the area of responsibility; and providing coordination of support, political engagement and good offices, and institution- and capacity-building through support to the Government of Afghanistan. For the purpose of ensuring effective oversight, feedback and guidance from headquarters in Kabul to the field, the Head of office is also responsible for conducting the daily business of the office with the support of the Chief of Staff through the Field Support and Coordination Unit. The Unit will continue to maintain close contact with the heads of regional offices and ensure that timely and coordinated feedback and guidance, including best practices, is provided from headquarters in Kabul.

248. The duties and responsibilities of the heads of regional offices are expected to increase significantly with the anticipated establishment of six additional provincial offices. The position of Head of the Kandahar regional office has already been authorized at the D-1 level. It is therefore proposed to reclassify seven existing positions from the P-5 to the D-1 level, the incumbents of which will perform the functions of heads of regional offices in the remaining seven regional offices.

Proposed additional positions for regional offices

249. The proposed establishment of 104 additional positions for deployment to the existing regional offices is intended to address a number of priority areas.

Human rights

250. There are no provincial offices established in the Central region, which covers six provinces encompassing approximately one third of the population of Afghanistan. Over the past year, the workload of the Human Rights Unit has increased owing in part to its location in an urban and populated area. In addition, the Central region covers the highest number of provinces (six) compared with other regions. Provincial offices will be opened throughout the entire central region during 2009. Therefore, in order to ensure that the current and ongoing challenges are met and that the increased workload of the Central region can be met, in particular in terms of expanding the human rights presence in the six additional provincial offices to be established, it is proposed to establish three additional positions at the P-3 level for the Kabul, Hirat and Mazari Sharif regional offices,

and one additional position at the P-2 level in Kabul to carry out the functions of Human Rights Officers. The incumbents of the positions would be responsible for providing additional support to the regional offices where they are proposed to be deployed and to the additional provincial offices to be opened.

251. It is also proposed to establish two additional positions at the Local level to support the Kabul and Mazari Sharif regional offices.

Implementation of the Afghanistan National Development Strategy

252. A key element of coordination is follow-up between donors and the ministries of the Government of Afghanistan. In view of the limited capacity of the Government of Afghanistan, many priority initiatives are not implemented despite the availability of sufficient donor funding. The implementation of national priority programmes requires monitoring at the subnational level, for which Provincial Governors and Provincial Development Councils require expert advice. It is therefore proposed to establish four additional positions at the P-4 level to carry out the functions of Development Coordination Officers. The incumbents of the proposed positions would be responsible for supporting the Head of Office in coordinating the operational activities of the United Nations system.

Rule of law

253. It is also proposed to establish four additional positions at the P-4 level, seven additional National Officer positions; and five additional Local level positions to support the mainstreaming of the rule of law in the regional offices. The proposed strengthened staffing structure will allow the Provincial Justice Coordination Mechanism teams to operate out of each of the eight regional offices. The Rule of Law Unit will continue to play a key role in supporting the development of a strategic approach for the justice sector. The establishment of a Provincial Justice Coordination Mechanism was agreed at the Rome Conference on Rule of Law in Afghanistan in 2007 to provide a structured coordination mechanism for essential direct and technical assistance from international and bilateral donors in the provinces. This was further elaborated in the National Justice Sector Strategy, agreed in March 2008, and incorporated into the Afghanistan National Development Strategy. The purpose of the Coordination Mechanism was to help improve the delivery of justice assistance in the provinces, consistent with the National Justice Sector Strategy, with three strategic goals, namely, to facilitate the comprehensive and consistent reform of justice systems in the major cities; to ensure comprehensive and regional assessments of formal and informal justice systems in each area of the Coordination Mechanism; and to expand justice programming by identifying and helping to target future justice assistance to the district level and more remote provinces. UNAMA was responsible for providing supervision of the Coordination Mechanism, which would be funded in part by UNAMA and in part by donors working through UNDP.

254. The Provincial Justice Coordination Mechanism was established in July 2008, with offices in the eight UNAMA regions. Each office is currently staffed with one position at the P-4 level, one National Officer position and one Administrative Assistant position at the Local level. In view of the fact that donors have already committed resources to ensure the presence of Coordination Mechanism teams in the relevant offices, it was considered that the most efficient approach would be to

fill the positions by relying on the donor-funding mechanism, as agreed at the Rome Conference, until the Coordination Mechanism could be transferred to UNAMA, as intended in the early project documents. Funding for the Coordination Mechanism has been provided to the south-eastern, eastern, north-eastern, western and southern regions by four donors (Canada, Germany, Italy, United States of America). While UNDP has provided daily administration of the staff for which it provides funding, management of the project has been provided by the Mission's Rule of Law Unit. At the time that the Coordination Mechanism was established, the provision of donor funding through UNDP was the most efficient means of providing the staffing structure required to enable the project to start in mid-2008. However, as UNDP is a project implementer and the Coordination Mechanism is envisaged primarily as a coordination resource, it was considered more appropriate for the Coordination Mechanism project to revert to UNAMA in the long term.

255. With one year of successful operation of the Coordination Mechanism completed and project funding secured through a no-cost extension until March 2010, it is proposed to shift the project to UNAMA in 2010. It is also proposed to expand two of the teams currently operating in relatively secure areas with a view to leveraging the enhanced mobility in those regions to expand the impact of the teams, and to provide backup resources for additional analytical work that the Coordination Mechanism teams may wish to undertake as a group.

Police Advisory Unit

256. It is proposed to establish eight additional Local level positions to perform functions of Language Assistants for deployment to the regional offices. Police Advisers deployed to the regional offices are required to visit provinces and districts and interact with the community, including the local police. The incumbents of the proposed positions would provide translation and language support to the Police Advisers in their field work.

Gender mainstreaming

257. It is proposed to establish eight additional Local level positions to carry out the functions of Gender Affairs Assistants to be deployed to the regional offices. The establishment of the proposed positions will enable the provision of support and the monitoring of the mainstreaming of the gender dimension into development programmes in the regions. The incumbents of the proposed positions would also make it possible to establish direct collaboration with local level partner organizations and increased awareness of and sensitivity to gender issues in development programmes at the subnational level.

Medical services

258. Satellite United Nations clinics are located in eight regions of Afghanistan. A National Medical Officer currently manages each of the satellite/regional clinics. Each regional clinic is provided with basic medical equipment for rendering primary and preventive care; first aid; cardiopulmonary resuscitation; haemorrhage control; fracture immobilization; wound dressing, including burns; transport and evacuation of casualties; and communication and reporting to concerned medical staff in the main medical clinic at headquarters in Kabul. Aside from the regular duties performed by regional doctors in their duty stations, they spend several days away

from their duty stations to visit provincial offices in their area of responsibility. With the anticipated further expansion of the Mission at the provincial level, regional doctors will be required to support staff in the six additional provincial offices. Currently, when regional doctors visit the provincial offices, there is no doctor available to attend to staff in the regional offices. With the increasing instability of security in most places in Afghanistan and the anticipated further expansion of the Mission into additional provinces, the presence of medical personnel at all times in each regional clinic for routine and emergency health care will be required. It is therefore proposed to establish eight additional positions at the National Officer level for deployment to the regional offices to perform the functions of National Medical Officers.

General services

259. It is proposed to establish 20 additional Local level positions for deployment to Bamyan, Gardez, Hirat, Jalalabad, Kandahar (4 to each office), under the supervision of a National Administrative Officer in each regional office, to support the increased general services activities resulting from the anticipated further expansion of the Mission into additional provinces.

Transport

260. It is proposed to establish seven additional United Nations Volunteer positions to carry out the functions of Vehicle Mechanic for deployment to the regional offices, with the exception of the Kabul regional office. The incumbents of the proposed positions would assist the regional Motor Transport Officers in carrying out maintenance and repair of approximately 30 vehicles. Taking into account the distance between the regional and provincial offices and the need to provide timely and effective repair on new vehicles with new technologies, the services of additional qualified Mechanics will be required.

Security

261. It is proposed to establish nine additional positions in the Field/Security Service category for deployment to the regional offices (1 additional position for 7 regional offices and 2 additional positions for the Kandahar regional office) to ensure the presence of an international security staff in the regional offices at all times.

262. It is also proposed to establish eight additional Local level positions for deployment to the regional offices to carry out duties as National Security Assistants and support and reinforce the security duties of the regional offices in view of the anticipated further expansion of the Mission into new provinces. The incumbents of the proposed positions would be responsible for processing translations; liaising with local government authorities; carrying out radio operations; mediating between the international Security Officers and guards and, where required, carrying out aviation support/security for UNAMA internal flights.

263. It is also proposed to establish 10 additional Local level positions for deployment to the regional offices to perform the functions of Security Drivers.

264. The following tables provide details of the proposed staffing structure of each existing regional office.

Kabul regional office — central region

International staff: *reclassification of 1 P-5 position from the P-5 to the D-1 level (Head of Regional Office); increase of 5 positions (2 P-4 (1 Rule of Law Afghanistan National Development Strategy), 1 P-3 (Human Rights), 1 P-2 (Human Rights); 1 Field Service (Security)) (new)*

National Staff: *increase of 7 positions (1 National Officer (Medical) and 6 Local level (1 Human Rights, 1 Police Advisory/Language, 1 Rule of Law, 1 Gender, 2 Security))*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total inter-national***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	1	3	4	3	**11**	4	—	**15**	15	57	1	**88**
Proposed 2010	—	—	—	1	—	4	5	4	**14**	5	—	**19**	16	63	1	**99**
Change	—	—	—	**1**	**(1)**	**1**	**1**	**1**	**3**	**1**	—	**4**	**1**	**6**	—	**11**

Kandahar regional office — southern region

International staff: *increase of 2 positions (Field Service) (1 Engineering; 1 Security) (new)*

National Staff: *increase of 10 positions (2 National Officers (1 Rule of Law; 1 Medical)) (new); 8 Local level (1 for Police Advisory/Language; 1 Gender, 4 General Services, 2 Security)) (new)*

United Nations Volunteers: *increase of 1 position (Transport) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total inter-national***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	1	—	4	4	3	**12**	5	—	**17**	16	66	2	**101**
Proposed 2010	—	—	—	1	—	4	4	3	**12**	7	—	**19**	18	74	3	**114**
Change	—	—	—	—	—	—	—	—	—	**2**	—	**2**	**2**	**8**	**1**	**13**

Hirat regional office

International staff: *reclassification of 1 position from the P-5 to the D-1 level (Head of Regional Office); increase of 3 positions (1 P-4 (Afghanistan National Development Strategy) (1 P-3 (Human Rights), 1 Field Service (Security)) (new)*

National Staff: *increase of 12 positions (3 National Officer (2 Rule of Law, 1 Medical)); 9 Local level (1 Police Advisory/Language, 1 Gender; 1 Rule of Law; 4 General Services; 2 Security) (new)*

United Nations Volunteers: *increase of 1 position (Transport) (new)*

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	**Sub-total**	Field/ Security Service	General Service	**Total international**	National Officer	Local level	United Nations Volunteers	**Total**
Approved 2009	—	—	—	—	1	4	4	3	**12**	5	—	**17**	15	57	2	**91**
Proposed 2010	—	—	—	1	—	5	5	3	**14**	6	—	**20**	18	66	3	**107**
Change	—	—	—	**1**	**(1)**	**1**	**1**	—	**2**	**1**	—	**3**	**3**	**9**	**1**	**16**

Mazari Sharif regional office

International staff: *reclassification of 1 position from the P-5 to the D-1 level (Head of Regional Office); increase of 3 positions (1 P-4 (Afghanistan National Development Strategy); 1 P-3 (Human Rights), 1 Field Service (Security)) (new)*

National Staff: *increase of 7 positions (2 National Officers (1 Rule of Law; 1 Medical), 5 Local level positions (1 Police Advisory/Language; 1 Gender, 1 Human Rights; 2 Security)) (new)*

United Nations Volunteers: *increase of 1 position (Transport) (new)*

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	**Sub-total**	Field/ Security Service	General Service	**Total international**	National Officer	Local level	United Nations Volunteers	**Total**
Approved 2009	—	—	—	—	1	4	4	3	**12**	4	—	**16**	15	58	2	**91**
Proposed 2010	—	—	—	1	—	5	5	3	**14**	5	—	**19**	17	63	3	**102**
Change	—	—	—	**1**	**(1)**	**1**	**1**	—	**2**	**1**	—	**3**	**2**	**5**	**1**	**11**

Jalalabad regional office

International staff: *reclassification of 1 position from the P-5 to the D-1 level (Head of Regional Office); increase of 2 positions (1 P-4 (Afghanistan National Development Strategy), 1 Field Service (Security)) (new)*

National Staff: *increase of 10 positions (2 National Officers (1 Rule of Law, 1 Medical, 8 Local level (1 Police Advisory/Language, 1 Gender, 4 General Services, 2 Security)) (new)*

United Nations Volunteers: *increase of 1 position (Transport) (new)*

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	1	4	4	3	**12**	4	—	**16**	14	61	2	**93**
Proposed 2010	—	—	—	1	—	5	4	3	**12**	5	—	**17**	16	70	3	**106**
Change	—	—	—	**1**	**(1)**	**1**	—	—	**1**	**1**	—	**2**	**2**	**8**	**1**	**13**

Kunduz regional office

International staff: *reclassification of 1 position from the P-5 to the D-1 level (Head of Regional Office); increase of 3 positions (2 P-4 (1 Rule of Law), 1 P-4 (Afghanistan National Development Strategy); 1 Field Service (Security)) (new)*

National Staff: *increase of 7 positions (2 National Officers (1 Rule of Law; 1 Medical); 5 Local level (1 Police Advisory/Language, 1 Gender, 1 Rule of Law, 2 Security)) (new)*

United Nations Volunteers: *increase of 1 position (Transport) (new)*

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	1	3	4	3	**11**	4	—	**15**	14	57	2	**88**
Proposed 2010	—	—	—	1	—	5	4	3	**13**	5	—	**18**	16	62	3	**99**
Change	—	—	—	**1**	**(1)**	**2**	—	—	**2**	**1**	—	**3**	**2**	**5**	**1**	**11**

Bamyan regional office

International staff: *reclassification of 1 position from the P-5 to the D-1 level (Head of Regional Office); increase of 2 positions (1 P-4 (1 Rule of Law), 1 Field Service (Security)) (new)*

National Staff: *increase of 12 positions (1 National Officer (Medical), 11 Local level (1 Police Advisory/Language, 1 Gender, 1 Rule of Law, 4 General Services, 4 Security)) (new)*

United Nations Volunteers: *increase of 1 position (Transport) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	1	3	4	3	**11**	4	—	**15**	15	56	2	**88**
Proposed 2010	—	—	—	1	—	4	4	3	**12**	5	—	**17**	16	67	3	**103**
Change	—	—	—	**1**	**(1)**	**1**	—	—	**1**	**1**	—	**2**	**1**	**11**	**1**	**15**

Gardez regional office — south-eastern region

International staff: *reclassification of 1 position from the P-5 to the D-1 level (Head of Regional Office); increase of 2 positions (1 P-4 (Rule of Law), 1 Field Service (Security)) (new)*

National Staff: *increase of 11 positions (2 National Officers (1 Rule of Law, 1 Medical), 9 Local level (1 for Police Advisory/Language, 1 Gender, 1 Rule of Law; 4 General Services, 2 Security)) (new)*

United Nations Volunteers: *increase of 1 position (Transport) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	1	3	4	3	**11**	4	—	**15**	15	56	2	**88**
Proposed 2010	—	—	—	1	—	4	4	3	**12**	5	—	**17**	17	65	3	**102**
Change	—	—	—	**1**	**(1)**	**1**	—	—	**1**	**1**	—	**2**	**2**	**9**	**1**	**14**

Provincial offices

265. The Mission has 15 provincial offices in Badakhshan, Faryab, Badghis, Nimroz, Farah, Ghor, Day Kundi, Zabul, Uruzgan, Ghazni, Khost, Kunar, Sari-Pul, Hilmand and Baghlan. It is proposed to establish six additional offices in:

(a) Puli Alam (Logar) and Bazarak (Panjsher), under the Kabul regional office;

(b) Sheberghan (Jawzjan), under the Mazari Sharif regional office;

(c) Mehtarlam (Laghman), under the Jalalabad regional office;

(d) Taluqan (Takhar), under the Kunduz regional office;

(e) Sharan (Paktika), under the Gardez regional office.

266. It is proposed that the staffing structure of each of the six additional provincial offices comprise 43 positions as follows, and as detailed in table 9:

(a) Substantive positions: 11 (1 P-4, 1 P-3, 1 P-2, 4 National Officers, 4 Local level);

(b) Administrative positions: 12 (Local level);

(c) Security positions: 20 (1 Field/Security Service; 19 Local level).

Table 9
Staffing requirements for proposed provincial offices (standard structure)

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Proposed 2010	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	35	—	**43**
Change	—	—	—	—	—	**1**	**1**	**1**	**3**	**1**	—	**4**	**4**	**35**	—	**43**

267. It is proposed to open three of the above offices (Bazarak, Sheberghan, and Taluqan) in the fourth quarter of 2009, as the security situation in those provinces is relatively stable and premises are available for rent. As such, no major construction work would be involved, and the initial operating costs could be financed from within existing resources. However, proposed resources for the required 129 positions (3 P-4, 3 P-3, 3 P-2, 3 Field Service, 12 National Officers, 105 Local level) are included herein. It is proposed that the three remaining additional offices (Puli Alam, Mehtarlam and Sharan), with the same level of staff per office, be opened in 2010. In addition, it is proposed to establish 223 additional positions (15 P-4, 4 P-3, 2 P-2, 28 National Officers, 174 Local level) for deployment to the existing provincial offices in order to strengthen operations at the provincial level. The total proposed staffing requirements for the 15 existing and 6 proposed additional provincial offices are detailed in table 10.

Table 10
Overall staffing requirements for provincial offices

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009[a]	—	—	—	—	—	—	15	15	**30**	15	—	**45**	32	366	4	**447**
Proposed 2010[b]	—	—	—	—	—	21	25	23	**69**	21	—	**90**	84	750	4	**928**
Change	—	—	—	—	—	**21**	**10**	**8**	**39**	**6**	—	**45**	**52**	**384**	—	**481**

[a] Including 15 existing provincial offices.
[b] Including 15 existing provincial offices and 6 proposed provincial offices.

268. By its resolution 1868 (2009), the Security Council reaffirmed the mandate of UNAMA and the Special Representative of the Secretary-General to lead international efforts through a strengthened and expanded presence throughout the country. The ISAF network of provincial reconstruction teams currently numbers 26, one each for more than two thirds of the provinces. This represents a challenge of coordination for UNAMA, as there are now provincial reconstruction teams in seven provinces in which UNAMA has no permanent presence. With the current focus on subnational governance through the Independent Directorate of Local Governance, the Mission's work will be increasingly carried out at the provincial level. Three additional factors have governed the Mission's assessment of this issue:

(a) An emerging issue of equity in the reconstruction and development process exists, with certain relatively stable but highly impoverished provinces, in particular in and around Hazarajat, receiving much less than their fair share of assistance;

(b) An urgent need exists to respond to the imperatives of several countries that have invested heavily in certain provinces through their provincial reconstruction teams, for whom a United Nations presence is of enormous resonance and importance in political, programming and development terms;

(c) Development and other civil society actors believe that the presence of UNAMA offices in those provinces will have a multiplier effect by attracting development and NGO activity. Similarly, United Nations country team members have been consulted, both in the regions and at headquarters in Kabul, and are supportive of the further expansion of the Mission, convinced that a broader and stronger UNAMA provincial presence will create and sustain synergies from which the activities of United Nations agencies, funds and programmes will benefit. In addition, having UNAMA staff in all provinces will have an enabling effect on the activities of the United Nations country team, and development activities as a whole.

269. Furthermore, the opening of offices in provinces such as Nuristan or Paktika will allow UNAMA to make a meaningful contribution to the stabilization of the country. The Mission's intention is to retain the ability to perform its tasks in an independent but nevertheless integrated way, enabling it to be supportive of the Government of Afghanistan and engaged with partners, while maintaining the integrity of its mandate.

270. The proposed establishment of six additional provincial offices seeks an increased UNAMA capacity to deliver field activities under its sharpened mandate; stabilization and confidence-building effects in advance of elections in the country; the strengthening of the Mission's outreach, profile and national reputation; a positive response to government and international requests; a catalytic impact that will multiply the presence of United Nations agencies and NGOs; and an improved coordination with the Government and provincial reconstruction teams. In addition, the existence of UNAMA offices in every province will enable the Mission to monitor the institution-building process at the national and subnational levels and to identify areas that need particular support. The strengthening of links between institutions at the national and subnational levels will ensure that development plans agreed on by elected officials at the provincial level are ultimately funded at the central level. Such support to the institution-building process can only be effective with an expanded presence of the Mission in the provinces.

Heads of provincial offices

271. In the current context, the impartiality of Afghan colleagues may be questioned or compromised simply because of their association (actual or imputed) with a particular ethnic, religious and/or factional group. It should be pointed out in this connection that those actual or imputed links may endanger those Afghan colleagues who are burdened with a representational or decision-making role, and this is equally true in many instances in human rights cases.

272. In addition, UNAMA is required to work with ISAF/provincial reconstruction teams, as requested by the Security Council. In this connection, it is often difficult for national staff in the field to coordinate with ISAF and the provincial reconstruction teams unless they have the support of international staff. With 25 provincial reconstruction teams present in Afghanistan, their physical presence in the country is more extensive than that of UNAMA, which adds more challenges to coordination of efforts and further stretches the resources of the Mission on the ground.

273. Assigning staff at the National Officer level to head provincial offices has not proven viable. In many critical situations in which UNAMA had to mediate hostilities or political controversies, the national heads of office were not perceived as impartial and were thus ineffective, while the incumbent of a position at the P-3 level who was authorized to head a provincial office was considered inexperienced. It is therefore proposed to establish 21 additional positions at the P-4 level the incumbents of which would perform the functions of heads of provincial offices.

Proposed additional positions for provincial offices

274. The proposed establishment of 460 positions for deployment in addition to the existing (208) and proposed (252) provincial offices are detailed in paragraphs 275 to 281.

275. It is proposed to establish 10 additional positions at the P-3 level for deployment to the existing provincial offices (4) to perform the functions of Human Rights Officers, and to the proposed provincial offices (6) to perform the functions of Political Affairs Officers.

276. It is proposed to establish eight additional positions at the P-2 level for deployment to the existing provincial offices (2) to perform functions of Human Rights Officers, and to the proposed provincial offices (6) to perform the functions of Coordination/Civil Affairs Officers.

277. It is also proposed to establish six additional Field Service positions for deployment to the six proposed provincial offices to perform the functions of Field Security Officers.

278. It is also proposed to establish 52 additional National Officer positions for deployment to existing provincial offices (28) and to the proposed additional provincial offices (24) to carry out duties in connection with:

(a) **Human rights**: The establishment of the proposed positions would contribute to current and planned thematic monitoring programmes and feed into a more comprehensive coverage of the provinces; establish and maintain strategic relations with human rights interlocutors; and allow for effective human rights monitoring and investigations to be carried out at the provincial level;

(b) **Afghanistan National Development Strategy**: To assist the Mission's Afghanistan National Development Strategy Section to deal with provincial development coordination, including the provision of support to the Provincial Development Committee, Sector Working Groups, United Nations regional teams, and humanitarian activities in provinces where the Office for the Coordination of Humanitarian Affairs is not present, gender activities, liaison with Government departments, NGOs, United Nations agencies, provincial reconstruction teams and other donors and civil society.

279. It is also proposed to establish 384 additional Local level positions for deployment to existing provincial offices (174) and to the proposed additional provincial offices (210) to carry out duties in connection with:

(a) **Human rights**: to assist with administration tasks; such as assisting National Officers to conduct advocacy with relevant stakeholders, to investigate allegations of human rights abuses and cases of civilian casualties arising from the armed conflict, to undertake research on areas of human rights focus in the provinces, and to prepare reports on human rights issues in the provinces; and assist with capacity-building programmes for civil society, government and NGOs on human rights issues;

(b) **Information technology**: to operate equipment provided by the Mission's Communications and Information Technology Section;

(c) **Administration**: to ensure that all administrative matters are managed appropriately by a person trained in both human resources and financial resource management;

(d) **Engineering**: the majority of field offices provide residential accommodation to international staff, thereby augmenting the office premises for which the Engineering Section is required to provide support. The incumbents of the proposed positions will carry out duties as Electricians/Generator Mechanics, will be responsible for the repair and maintenance of generators and electrical systems and will assist in any engineering or other technical/general service activities of the provincial offices;

(e) **General Services**: to carry out duties as Drivers and Cleaners/Gardeners;

(f) **Aviation**: the incumbents of the proposed positions will carry out duties as Provincial Aviation Assistants in view of the increased frequency of UNAMA flights to provincial offices. The incumbents will be responsible for handling air operations activities/flights; providing technical support, guided by the Chief Aviation Officer at headquarters in Kabul, to daily UNAMA flights; maintaining UNAMA terminals at the provincial airfields or helipads in the area; assisting in arranging jet fuel and refuelling services for UNAMA aircraft; providing security and meteorological reports to the Air Operations Centre at headquarters in Kabul prior to the scheduled departure of any aircraft out of Kabul; assisting aircrews in procuring local transport and coordinating the provision of accommodation, meals and transportation for aircrews; assisting in obtaining permissions and security clearances and conducting risk assessments; and maintaining ground-to-air communication with aircrews on approach to provide clearance for landing;

(g) **Security**: the incumbents of the proposed positions will perform the functions of Security Assistants (2) and Guards (16) in each of the six additional provincial offices.

280. In view of the high levels of isolation of the provincial offices, substantive international staff are rotated back to their parent regional offices with a view to maintaining morale. The rotation seeks to ensure that the duration of deployment to the provinces is no longer than four weeks at a time for individual international staff. While national staff will continue to serve as integral members of the provincial offices, it has been recognized that there is a need for three substantive international staff to be attached to the provincial offices in order to ensure the continuous presence of at least one international staff member at all times in order to provide the necessary backstopping support for national staff, particularly in handling politically sensitive issues where impartiality is paramount, in connection with human rights cases and in coordination with ISAF/provincial reconstruction teams.

281. The staffing structure of the 15 existing provincial offices varies and is detailed in the tables below for ease of reference.

Uruzgan (Tirin Kot) (under the Kandahar regional office/southern region)

International staff: *increase of 1 position (P-4) (new)*

National staff: *increase of 14 positions (2 National Officers, 12 Local level) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	—	**30**
Proposed 2010	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	37	—	**45**
Change	—	—	—	—	—	**1**	—	—	**1**	—	—	**1**	**2**	**12**	—	**15**

Nimroz (Zaranj) (under the Kandahar regional office/southern region)

International staff: *increase of 2 positions (1 P-4, 1 P-3) (new)*

National staff: *increase of 14 positions (2 National Officers, 12 Local level) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Proposed 2010	—	—	—	—	—	1	2	1	**4**	1	—	**5**	4	36	—	**45**
Change	—	—	—	—	—	**1**	**1**	—	**2**	—	—	**2**	**2**	**12**	—	**16**

Zabul (Qalat) (under the Kandahar regional office/southern region)

International staff: *increase of 2 positions (1 P-4, 1 P-3) (new)*

National staff: *increase of 13 positions (1 National Officer, 12 Local level) (new)*

	Professional category and above								General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	3	24	—	**30**
Proposed 2010	—	—	—	—	—	1	2	1	**4**	1	—	**5**	4	36	—	**45**
Change	—	—	—	—	—	**1**	**1**	—	**2**	—	—	**2**	**1**	**12**	—	**15**

Hilmand (Lashkar Gah) (under the Kandahar regional office/southern region)

International staff: *increase of 1 position (P-4) (new)*

National staff: *increase of 13 positions (2 National Officer, 11 Local level) (new)*

	Professional category and above								General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Proposed 2010	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	35	—	**43**
Change	—	—	—	—	—	**1**	—	—	**1**	—	—	**1**	**2**	**11**	—	**14**

Khost (Khost) (under the Gardez regional office/south-eastern region)

International staff: *increase of 1 position (P-4) (new)*

National staff: *increase of 13 positions (1 National Officer, 12 Local level) (new)*

	Professional category and above								General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	3	24	—	**30**
Proposed 2010	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	36	—	**44**
Change	—	—	—	—	—	**1**	—	—	**1**	—	—	**1**	**1**	**12**	—	**14**

Ghazni (Ghazni) (under the Gardez regional office/south-eastern region)

International staff: *increase of 2 positions (1 P-4, 1 P-3) (new)*

National staff: *increase of 14 positions (2 National Officer, 12 Local level) (new)*

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	**Sub-total**	Field/ Security Service	General Service	**Total international**	National Officer	Local level	United Nations Volunteers	**Total**
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	1	**31**
Proposed 2010	—	—	—	—	—	1	2	1	**4**	1	—	**5**	4	37	1	**47**
Change	—	—	—	—	—	**1**	**1**	—	**2**	—	—	**2**	**2**	**12**	—	**16**

Badakhshan (Fayzabad) (under the Kunduz regional office/north-eastern region)

International staff: *increase of 2 positions (1 P-4, 1 P-3) (new)*

National staff: *increase of 14 positions (2 National Officer, 12 Local level) (new)*

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	**Sub-total**	Field/ Security Service	General Service	**Total international**	National Officer	Local level	United Nations Volunteers	**Total**
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Proposed 2010	—	—	—	—	—	1	2	1	**4**	1	—	**5**	4	36	—	**45**
Change	—	—	—	—	—	**1**	**1**	—	**2**	—	—	**2**	**2**	**12**	—	**16**

Baghlan (Khumri) (under the Kunduz regional office/north-eastern region)

International staff: *increase of 1 position (P-4) (new)*

National staff: *increase of 14 positions (2 National Officer, 12 Local level) (new)*

	Professional category and above									General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	**Sub-total**	Field/ Security Service	General Service	**Total international**	National Officer	Local level	United Nations Volunteers	**Total**
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	1	**31**
Proposed 2010	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	37	1	**46**
Change	—	—	—	—	—	**1**	—	—	**1**	—	—	**1**	**2**	**12**	—	**15**

Day Kundi (Nili) (under the Bamyan regional office/central highlands region)

International staff: *increase of 1 position (P-4) (new)*

National staff: *increase of 9 positions (2 National Officer, 7 Local level) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	—	**30**
Proposed 2010	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	32	—	**40**
Change	—	—	—	—	—	**1**	—	—	**1**	—	—	**1**	**2**	**7**	—	**10**

Farah (Farah) (under the Hirat regional office/western region)

International staff: *increase of 1 position (P-4) (new)*

National staff: *increase of 14 positions (2 National Officer, 12 Local level) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	1	**30**
Proposed 2010	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	36	1	**45**
Change	—	—	—	—	—	**1**	—	—	**1**	—	—	**1**	**2**	**12**	—	**15**

Badghis (Qala-I-Naw) (under the Hirat regional office/western region)

International staff: *increase of 1 position (P-4) (new)*

National staff: *increase of 14 positions (2 National Officer, 12 Local level) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Proposed 2010	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	36	—	**44**
Change	—	—	—	—	—	**1**	—	—	**1**	—	—	**1**	**2**	**12**	—	**15**

Ghor (Chaghcharan) (under the Hirat regional office/western region)

International staff: *increase of 1 position (P-4) (new)*

National staff: *increase of 14 positions (2 National Officer, 12 Local level) (new)*

	Professional category and above								General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Proposed 2010	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	36	—	**44**
Change	—	—	—	—	—	**1**	—	—	**1**	—	—	**1**	**2**	**12**	—	**15**

Faryab (Meymaneh) (under the Mazari Sharif regional office/northern region)

International staff: *increase of 2 positions (1 P-4, 1 P-2) (new)*

National staff: *increase of 14 positions (2 National Officer, 12 Local level) (new)*

	Professional category and above								General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	1	**31**
Proposed 2010	—	—	—	—	—	1	1	2	**4**	1	—	**5**	4	37	1	**47**
Change	—	—	—	—	—	**1**	—	**1**	**2**	—	—	**2**	**2**	**12**	—	**16**

Sari Pul (Sari Pul) (under the Mazari Sharif regional office/northern region)

International staff: *increase of 1 position (P-4) (new)*

National staff: *increase of 14 positions (2 National Officer, 12 Local level) (new)*

	Professional category and above								General Service and related categories			National staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sub-total	Field/ Security Service	General Service	Total international	National Officer	Local level	United Nations Volunteers	Total
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	25	—	**30**
Proposed 2010	—	—	—	—	—	1	1	1	**3**	1	—	**4**	4	37	—	**45**
Change	—	—	—	—	—	**1**	—	—	**1**	—	—	**1**	**2**	**12**	—	**15**

Kunar (Asadabad) (under the Jalalabad regional office/eastern region)

International staff: *increase of 2 positions (1 P-4, 1 P-2) (new)*

National staff: *increase of 14 positions (2 National Officer, 12 Local level) (new)*

	Professional category and above									*General Service and related categories*			*National staff*			
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	***Sub-total***	*Field/ Security Service*	*General Service*	***Total international***	*National Officer*	*Local level*	*United Nations Volunteers*	***Total***
Approved 2009	—	—	—	—	—	—	1	1	**2**	1	—	**3**	2	24	—	**29**
Proposed 2010	—	—	—	—	—	1	1	2	**4**	1	—	**5**	4	36	—	**45**
Change	—	—	—	—	—	**1**	—	**1**	**2**	—	—	**2**	**2**	**12**	—	**16**

IV. Analysis of resource requirements

Table 11
Detailed cost estimates
(Thousands of United States dollars)

	1 January 2008 to 31 December 2009			*Requirements for 2010*		*Variance analysis 2009-2010*	
Category of expenditure	*Appropriations* (1)	*Estimated expenditures* (2)	*Estimated unencumbered balance* (3)=(1)-(2)	*Total requirements* (4)	*Non-recurrent requirement* (5)	*Approved budget 2009* (6)	*Variance* (7)=(4)-(6)
I. Military and police personnel costs							
1. Military observers	1 734.8	1 605.0	129.8	1 218.1	—	881.5	336.6
2. Civilian police	531.3	531.3	—	360.4	—	344.2	16.2
Total category I	**2 266.1**	**2 136.3**	**129.8**	**1 578.5**	—	**1 225.7**	**352.8**
II. Civilian personnel costs							
1. International staff	86 508.8	88 375.5	(1 866.7)	74 171.6	—	48 111.3	26 060.3
2. National staff	37 852.3	40 337.4	(2 485.1)	28 532.2	—	21 806.4	6 725.8
3. United Nations Volunteers	4 327.7	4 243.0	84.7	3 074.5	—	2 456.1	618.4
Total category II	**128 688.8**	**132 955.9**	**(4 267.1)**	**105 778.3**	—	**72 373.8**	**33 404.5**
III. Operational costs							
1. Consultants and experts	427.4	427.4	—	1 261.2	—	213.7	1 047.5
2. Official travel	2 688.3	3 132.8	(444.5)	3 015.8	—	1 628.3	1 387.5
3. Facilities and infrastructure	26 430.7	28 056.2	(1 625.5)	40 509.8	6 593.7	17 834.8	22 675.0
4. Ground transportation	31 586.7	31 294.7	292.0	21 810.3	19 520.1	26 503.0	(4 692.7)
5. Air transportation	37 525.8	44 717.1	(7 191.3)	50 586.0	32.1	25 489.4	25 096.6
6. Communications	6 592.3	6 241.9	350.4	6 930.2	3 370.0	4 334.8	2 595.4
7. Information technology	4 797.0	4 797.0	—	5 531.2	3 538.7	3 310.5	2 220.7
8. Medical	787.7	730.5	57.2	819.2	146.2	499.4	319.8
9. Other supplies, services and equipment	2 103.9	2 103.9	—	2 423.8	404.0	1 525.4	898.4
10. Quick-impact projects	—	—	—	1 700.0	—	—	1 700.0
Total category III	**112 939.8**	**121 501.5**	**(8 561.7)**	**134 587.5**	**33 604.8**	**81 339.3**	**53 248.2**
Total requirements	**243 894.7**	**256 593.7**	**(12 699.0)**	**241 944.3**	**33 604.8**	**154 938.8**	**87 005.5**

A. Military and police personnel

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Military observers	1 734.8	1 605.0	129.8	1 218.1	881.5	336.6

282. The provision of $1,218,100 reflects requirements for the deployment of 1 military adviser and 27 military liaison officers with respect to:

(a) Mission subsistence allowance based on standard rates of $142 per day for the first 30 days of emplacement, and $108 per day for the remaining days of the year ($962,500), including an estimated vacancy rate of 15 per cent;

(b) Travel costs for placement, rotation and repatriation, including commercial airfare, personal effects, and terminal and ground expenses, at an average cost of $7,500 per person (incoming travel is calculated at $4,500 for 28 emplacement trips and outgoing travel is calculated at $3,000 for 28 repatriation trips) ($210,000);

(c) Clothing allowance based on a standard rate of $200 per person per year ($5,600);

(d) Death and disability compensation based on a standard cost applicable to military strength under 100 ($40,000).

283. The increased requirements are owing mainly to the proposed increase of the military strength from 19 to 27 liaison officers in order to deploy one additional officer to each of the existing regional offices in the field.

284. The projected savings are owing mainly to an anticipated vacancy rate that is slightly higher than budgeted.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Civilian police	531.3	531.3	—	360.4	344.2	16.2

285. The provision of $360,400 reflects requirements for the deployment of eight Civilian Police Advisers with respect to:

(a) Mission subsistence allowance based on standard rates of $142 per day for the first 30 days of emplacement, and $108 per day for the remaining days of the year, including an estimated vacancy rate of 20 per cent ($258,800);

(b) Travel costs for placement, rotation and repatriation, including commercial airfare, personal effects, and terminal and ground expenses, at an average cost of $7,500 per person (incoming travel is calculated at $4,500 for 8 emplacement trips and outgoing travel is calculated at $3,000 for 8 repatriation trips) ($60,000);

(c) Clothing allowance based on a standard rate of $200 per person per year ($1,600);

(d) Death and disability compensation based on a standard cost applicable to military strength under 100 ($40,000).

286. Increased requirements are owing mainly to the application of a vacancy rate of 20 per cent in estimated costs, whereas the rate applied in 2009 was 25 per cent.

B. Civilian personnel

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
International staff	86 508.8	88 375.5	(1 866.7)	74 171.6	48 111.3	26 060.3

287. The provision of $74,171,600 reflects requirements for salaries ($24,579,200), common staff costs ($43,877,200) and hazardous duty station allowances ($5,715,200) for 571 international positions, including 371 Professional and 200 Field Service staff. The cost estimates include a vacancy rate of 30 per cent.

288. The provision for allowances includes: (a) compensation for service under hazardous conditions budgeted at $1,365 per month per international staff for 10 months, taking into account the occasional recuperational break entitlement, including a vacancy rate of 30 per cent; (b) residential security measures to ensure compliance with the minimum operating security standards budgeted at $1,200 per month for 16 international staff for 12 months, including a vacancy rate of 30 per cent; and (c) premiums for malicious acts insurance.

289. Net increased requirements are owing mainly to the proposed net increase of 146 international positions, including 89 Professional staff and 57 Field Service positions, and the implementation of the harmonization of conditions of service allowances in line with General Assembly resolution 63/250, partially offset by the discontinuation of mission subsistence allowance.

290. The projected deficit relates mainly to the anticipated vacancy rate of 20 per cent compared with the estimated budgeted rate of 25 per cent in 2008 and 26 per cent in 2009.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
National staff	37 852.3	40 337.4	(2 485.1)	28 532.2	21 806.4	6 725.8

291. The provision of $28,532,200 reflects requirements for salaries ($19,743,300), common staff costs ($4,936,500) and hazardous duty station allowance ($3,852,400) for 2,189 national staff positions, including 316 National Officers and 1,873 Local level positions. The cost estimates include a vacancy rate of 30 per cent.

292. Increased requirements are owing mainly to the proposed increase of 650 national staff positions, including 85 National Officers and 565 Local level positions, anticipated increases in local salaries, and the implementation of the harmonization of conditions of service allowances in line with General Assembly resolution 63/250.

293. The projected deficit relates mainly to: (a) the anticipated vacancy rate of 20 per cent compared with the estimated budgeted rate of 22 per cent in 2008 and 15 per percent in 2009; (b) increases in local salaries during 2009; and (c) changes in hazardous duty station entitlements with effect from 1 March 2009 according to which the allowance is applicable to one work-month as opposed to payable based on days worked.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
United Nations Volunteers	4 327.7	4 243.0	87.7	3 074.5	2 456.1	618.4

294. The provision of $3,074,500 reflects requirements for the deployment of 81 United Nations Volunteers, including the proposed deployment of 22 additional United Nations Volunteers, to cover monthly living allowance, settling-in grant, travel on assignment and repatriation, insurance and training as well as other entitlements. It also includes the programme support cost due to the United Nations Volunteers Headquarters in Bonn at the rate of 8 per cent of the total United Nations Volunteers costs. The cost estimates include a vacancy rate of 20 per cent.

295. Net increased requirements are owing mainly to the proposed deployment of 22 additional United Nations Volunteers and to increases in the cost of United Nations Volunteers resulting from changes in their entitlements, partially offset by the application of a vacancy rate of 20 per cent compared with the budgeted vacancy rate of 23 per cent in 2008 and 15 per cent in 2009.

296. The projected savings are owing mainly to an anticipated vacancy rate of 21 per cent compared with the estimated budgeted rate of 15 per cent.

C. Operational costs

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Consultants and experts	427.4	427.4	—	1 261.2	213.7	1 047.5

297. The provision of $1,261,200 reflects requirements for consultancy services to carry out:

(a) Non-training activities, such as consultancy services equivalent to the engagement of:

(i) Nine consultants at the P-4 level for aid effectiveness and donor coordination focusing on increasing harmonization of donor funding allocations with Government priorities in order to boost alignment, as well as the provision of specific technical assistance to the Government in the development of key activities, policies and strategies, such as transboundary water management, private sector development and development assistance database;

(ii) Four consultants at the P-4 level for analysis to be undertaken for the Analysis and Planning Unit, including research carried out by contacting the Afghanistan Analysts Network, the Afghanistan Public Policy Research Organization, the Killid Group, the Tribal Liaison Office and the Afghanistan Research and Evaluation Unit ($1,044,000);

(b) Training activities, including courses in train-the-trainers, best practices, procurement, finance, transport, engineering, property management, communications and information technology, security, journalism, human rights, rule of law, transitional justice and air safety operations, management, language skills and security awareness. It is expected that 973 national and 653 international staff will be trained within and outside the Mission area ($217,200).

298. The increased requirements relate mainly to consultancy services required by the Analysis and Planning Unit and the Donor Coordination and Aid Effectiveness Unit and an increased number of courses in the 2010 Mission training programme.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Official travel	2 688.3	3 132.8	(444.5)	3 015.8	1 628.3	1 387.5

299. The provision of $3,015,800 reflects requirements for official travel related to training ($1,493,500) and non-training activities ($1,522,300).

300. The proposed requirements for official travel of staff for training-related activities include travel of staff to attend technical training outside the Mission area ($1,493,500).

301. The proposed requirements for official travel of staff for non-training activities include travel within ($718,000) and outside ($804,300) the Mission area, as follows:

(a) Travel within the Mission area includes travel of staff of Mission Support in conjunction with the opening of additional provincial offices, and of heads of regional offices, including the liaison offices in Islamabad and Teheran, to attend regular monthly meetings with the Special Representative of the Secretary-General and senior management of the Mission. Furthermore, travel within the Mission area is required in order to provide essential technical support to regional and provincial offices and to ensure that regular programme consultation takes place among the various components of the Mission to achieve the efficient implementation of its mandate ($718,000);

(b) Travel outside the Mission area includes official travel of the Special Representative of the Secretary-General and members of his senior staff in

connection with the implementation of the Mission's mandate and to visit and hold meetings with donor countries in their capital cities; official travel for consultations with political counterparts and the provision of briefings to the Security Council at Headquarters in New York; and the official travel of staff to conferences, seminars, workshops and consultations ($804,300).

302. The increased requirements relate mainly to the anticipated increase of official travel for: (a) the Special Representative of the Secretary-General and his senior staff to visit various donor countries in connection with the new areas of priority of the Mission; (b) Mission staff to attend various training courses in line with the proposed 2010 training programme; and (c) coordination and support to the proposed establishment of additional provincial offices.

303. The projected deficit relates mainly to extensive unforeseen travel within the Mission area by substantive and administrative staff in preparation for the establishment of additional provincial offices in 2010, and outside the Mission area by the Special Representative of the Secretary-General and his senior staff for consultations with donor countries.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Facilities and infrastructure	26 430.7	28 056.2	(1 625.5)	40 509.8	17 834.8	22 675.0

304. The provision of $40,509,800 reflects requirements for facilities and infrastructure, including:

(a) Acquisitions valued at $6,593,700, including freight charges, for prefabricated facilities to allow for additional office space to supplement existing and newly leased office buildings for the regional and provincial offices to accommodate the proposed additional staff in view of the Mission's further expansion into new provinces ($115,000), engineering workshop tools and equipment ($112,700), refrigeration equipment ($35,100), generators ($667,500), water and septic tanks ($121,900), accommodation equipment ($484,100), fuel tanks and pumps ($271,400), office furniture ($698,700), office equipment ($368,600), security and safety equipment ($3,526,300) and firefighting equipment ($192,400);

(b) Rental of premises, including at Headquarters in Kabul, 8 regional and 23 regional and provincial offices, two liaison offices, one in Islamabad and the other in Teheran, and one logistics support office in Dubai, through a variety of contractual and/or cost-sharing agreements. The provision includes the proposed rental of buildings to provide residential accommodation to international staff deployed to regional and provincial offices owing mainly to security concerns and to the lack of standard and reasonable accommodation available in the field ($3,697,800);

(c) Maintenance, cleaning and waste disposal services, including hazardous waste, and the cost for casual labour of electricians and plumbers, and for sewage cleaning and other building maintenance services for all Mission locations ($1,110,700);

(d) Security services, including the Mission's share of the cost of the United Nations Static Protection Unit, armed static guards deployed to secure various United Nations compounds throughout the Mission area, including airport terminals and official residences of senior Mission staff, and international security guards (Gurkhas), as well as related costs of road Mission security, and the "Closing the Security Gap" project ($16,062,900);

(e) Alteration and renovation services for various Mission locations at headquarters in Kabul and in all regional and provincial offices, including minor construction of additional rooms, realignment of offices and major maintenance projects, such as re-roofing of older buildings and maintenance of roads and footpaths. The provision includes the proposed retrofitting of residential accommodation for international staff deployed to the field for compliance with minimum operating security standards ($884,000);

(f) Construction services to implement projects, such as the opening of additional provincial offices, minor construction in regional and provincial offices, construction/expansion/maintenance of helipads at regional and provincial offices, construction of new underground bunkers, guard booths, and fire pools and roofing for compliance with minimum operating security standards at headquarters in Kabul, improvement of main supply routes at various Mission locations in the field, construction of helipads for the proposed additional provincial offices, construction of a generator house for new accommodation housing at headquarters in Kabul, construction of cafeterias and prayer rooms for each regional and provincial office, construction and installation of central heating and solar hot water systems for new accommodation housing at headquarters in Kabul, construction of security huts, boom gates and windmills Mission-wide, and construction of an archiving storage unit ($3,909,000);

(g) Stationery and office supplies ($472,100);

(h) Spare parts for the maintenance of accommodation, office and miscellaneous equipment and spare parts and toner for photocopiers, including freight costs ($410,900);

(i) Maintenance supplies and electrical supplies for Mission office locations and residential accommodation units in Kabul and the regional and provincial offices, including the proposed additional provincial offices ($864,000);

(j) Field defence supplies required to maintain and enhance the safety and security of UNAMA premises and personnel throughout the Mission area ($971,800);

(k) Petrol, oil and lubricants for generators ($5,048,600);

(l) Sanitation and cleaning materials and supplies for Mission office locations and residential accommodation units in Kabul and the regional and provincial offices, including the proposed additional provincial offices ($401,100);

(m) Utilities ($83,200).

305. The United Nations country team in Afghanistan, in consultation with the Department of Safety and Security, has developed a concept ("Closing the Security Gap" project) to enhance current capability by providing additional training, equipment and support to the Planning Department in the Ministry of Interior for the

protection of United Nations offices. The objective of the project is to enhance the level of security for all UNAMA and United Nations staff deployed in the country through the provision of support to the Government of Afghanistan in establishing a dedicated and adequate security capacity that provides protection services to UNAMA and the United Nations to enable governance, human rights, life-saving humanitarian activities, reconstruction and development to be carried out unhindered. The Mission anticipates that it will be possible to eliminate extra costs for private armed security guards once the project is fully implemented (medium-term, 2010/11).

306. The increased requirements relate mainly to the anticipated opening of six additional provincial offices and related security and safety enhancements, including the deployment of additional international security guards (Gurkhas) to meet minimum operating security standards, and the Security Gap project, in view of the continuing deterioration of the security situation in the country.

307. The projected deficit relates mainly to unforeseen requirements for the deployment of additional international security guards (Gurkhas) to all Mission locations, including staff accommodation units and residences, in view of the deteriorating security situation in the country.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Ground transportation	31 586.7	31 294.7	292.0	21 810.3	26 503.0	(4 692.7)

308. The provision of $21,810,300 reflects requirements for ground transportation, including:

(a) The acquisition of 137 additional armoured vehicles, including 12 light vehicles, 108 civilian armoured vehicles, 6 utility 4 x 4 armoured pickups, 8 vehicle workshop equipment, 1 miscellaneous equipment, 2 transport tools and equipment, and the replacement of 30 light vehicles and 2 material handling equipment. Armoured vehicles are required in the light of the continuing deterioration of the security situation in the country, and on the basis of recommendations by the Department of Safety and Security and requirements for compliance with minimum operating security standards, taking into account the required number of armoured vehicles for the regional and provincial offices, the likelihood of evacuation by road, the number of road missions, and the number of vehicles required per road mission. The use of armoured vehicles is deemed essential in the current environment in order to mitigate against a multitude of threats, such as close proximity to improvised explosive devices and suicide attacks, attacks by small arms fire, the emergency movement of staff during civil disturbances and abduction attempts. The estimate includes freight charges ($19,458,000);

(b) The acquisition and replacement of vehicle workshop equipment to support the proposed increase of armoured vehicles and to replace tools that have been damaged and/or broken due to normal wear and tear ($62,100);

(c) Rental of specialized vehicles and heavy equipment for engineering use, such as front-end loaders, heavy-duty cranes and excavators, to be used in construction projects and regular maintenance work ($29,300);

(d) Insurance to cover third-party liability ($30,500);

(e) Spare parts and repairs and maintenance, including painting, body work, accident repair and specialized components repair, as well as routine replacement of worn out or damaged parts ($1,145,700);

(f) Petrol, oil and lubricants ($1,084,700).

309. The reduced requirements relate mainly to the proposed acquisition of fewer armoured vehicles than in 2009.

310. The projected savings are owing mainly to reduced requirements for spare parts and petrol, oil and lubricants resulting from the increased restriction on movement by road throughout the Mission area.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Air transportation	37 525.8	44 717.1	(7 191.3)	50 586.0	25 489.4	25 096.6

311. The provision of $50,586,000 reflects requirements for air transportation to cover operating costs, liability insurance and fuel for a fleet of 10 aircraft, compromising 4 fixed-wing and 6 rotary-wing aircraft, operating a total of 6,491 hours (2,513 hours for the fixed-wing and 3,978 hours for the rotary-wing aircraft).

312. Proposed requirements for air transportation include:

(a) Rental and operation of the Mission's air fleet, which comprises two B200, one Lear jet 55, one CRJ200, and one Dash-7 combi fixed-wing aircraft ($12,620,000); and five MI-8MTV rotary-wing aircraft ($31,201,900);

(b) Petrol, oil and lubricants ($5,711,400);

(c) Liability insurance ($73,400);

(d) Landing fees and handling charges ($125,400);

(e) Air safety equipment and supplies related to air safety and maintenance of airfields and helipads and for personal safety and maintenance of the UNAMA terminal ($32,100);

(f) Aircrew subsistence allowance ($704,200);

(g) Air transport services provided through a memorandum of understanding by which the United Nations Humanitarian Air Services transports UNAMA personnel within the Mission area ($117,600).

313. The proposed increased requirements for the Mission's air fleet is based on the anticipated further expansion of the Mission to the provinces, the potential deterioration in the security situation, which will ultimately further limit staff movements by road, and the need to maintain adequate medical evacuation capabilities and requirements to transport cargo throughout Afghanistan. One of the requested MI-8MTV rotary-wing aircraft will be based in Mazari Sharif to provide air support for the UNAMA regional and provincial offices currently established in the northern part of the country and those that are planned to be opened there.

314. The increased requirements relate mainly to the proposed incorporation into the Mission's air fleet of one additional fixed-wing and two additional rotary-wing aircraft and their associated operational costs, and to the increase in the price of oil.

315. The projected deficit is owing mainly to additional flying hours required to mitigate threats associated with road movement, increases in the price of fuel and payment to the United Nations Humanitarian Air Services for transportation to and from Dubai, Islamabad and within Afghanistan, and an increased number of passengers flown monthly owing to the expansion of the Mission to the provinces.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Communications	6 592.3	6 241.9	350.4	6 930.2	4 334.8	2 595.4

316. The provision of $6,930,200 reflects requirements for communications, including:

(a) The acquisition of additional communications, satellite and telephone equipment, as well as uninterrupted power supply units, and the scheduled replacement of communications, test and workshop equipment ($3,312,500);

(b) Commercial communications, including the lease of a transponder, Inmarsat terminals, sets of Iridium/Thuraya satellite telephones, local telephone lines, local cellular lines, local Internet access, and New York-Brindisi connectivity ($2,702,100);

(c) Communications support services to cover centralized wide area network support to allow access to the global private automatic post exchange and the Department of Peacekeeping Operations global support services ($162,100);

(d) Spare parts and supplies, calculated at 3 per cent of the estimated $8.6 million communications inventory, including 15 per cent freight charges ($297,500);

(e) The acquisition of public information equipment, such as digital recorders, microphones, computer equipment and software required for recording, editing and broadcasting radio programmes and for their packaging and distribution ($57,500);

(f) Public information services to support and maintain the Mission's radio and television visibility and capacity-building work with Radio and Television Afghanistan through the production of television programmes and radio broadcasts, and to cover the production of publications, outreach materials and billboard displays ($368,900);

(g) Supplies and maintenance related to public information ($29,600).

317. The proposed replacement in 2010 of communications equipment is to substitute equipment that is considered unusable and/or beyond repair owing to age and damage caused by harsh weather conditions in the region and, in some cases, to the discontinuation of production by their manufacturers, normal wear and tear, advances in technology and the negative impact of frequent surges in electricity in the region.

318. The increased requirements relate mainly to the proposed implementation of the communications equipment replacement programme and to the proposed acquisition of additional communications equipment to support and equip the additional provincial offices and to enhance the communications network of offices at headquarters in Kabul and in the existing regional and provincial offices to support the anticipated further expansion of the Mission into six provinces.

319. The projected savings are owing mainly to a decrease in the cost of commercial communications, including fewer charges for satellite telephones, local telephone lines, local cellular lines and local Internet access.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Information technology	4 797.0	4 797.0	—	5 531.2	3 310.5	2 220.7

320. The provision of $5,531,200 reflects requirements for information technology, including:

(a) The acquisition of additional information technology equipment, including desktop computers and monitors, printers, servers, uninterrupted power supply units, network switches and routers, digital senders and Internet service equipment; and the scheduled replacement of information technology equipment ($3,381,500);

(b) The acquisition of various software packages for the Mission at large and for the Geographic Information Section, including digital map and satellite imagery software ($157,200);

(c) Information technology services required for the provision of centralized information technology services to the Mission headquarters in Kabul and to all regional and provincial offices, as well as centralized data storage services at the United Nations Logistics Base at Brindisi, Italy ($956,900);

(d) Software for network control, mail management and electronic archives, and software and operating system licence fees ($820,700);

(e) Spare parts and supplies, calculated at 3 per cent of the value of the information technology inventory, estimated to be $5.1 million, including 15 per cent freight charges ($214,900).

321. The proposed replacement in 2010 of information technology equipment is to substitute equipment that is considered unusable and/or beyond repair owing to age, to advances in technology and to the negative impact of frequent surges in electricity in the region.

322. The increased requirements relate mainly to the proposed implementation of the information technology equipment replacement programme detailed above, to the proposed acquisition of additional information technology equipment and to the proposed acquisition of additional communications equipment to support the anticipated further expansion of the Mission into six provinces.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Medical	787.7	730.5	57.2	819.2	499.4	319.8

323. The provision of $819,200 reflects requirements for:

(a) The acquisition of medical equipment, including the replacement of laboratory equipment, and the purchase of defibrillators, electrocardiograms, spine board stretchers, emergency trauma bags and pulse oxymeters for clinics at headquarters in Kabul and in the regional offices ($146,200);

(b) The cost of medical services, such as maintenance, calibration and repair of medical equipment, referrals to specialized physicians, hospitals and laboratories for cases when the necessary expertise does not exist within the Mission clinics, and medical evacuations of Mission staff ($178,400);

(c) The cost of medical supplies, including medicines and laboratory supplies ($494,600).

324. The increased requirements relate mainly to the anticipated increase in the number of staff in the Mission and the further expansion of the Mission into six provinces, for which the acquisition of new equipment will be required.

325. The projected savings are owing mainly to the utilization of commercial flights and/or UNAMA air assets for medical evacuations.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Other supplies, services and equipment	2 103.9	2 103.9	—	2 423.8	1 525.4	898.4

326. The provision of $2,423,800 reflects requirements for other supplies, services and equipment, including:

(a) Acquisition of equipment, such as air conditioners, fire extinguishers and first-aid kits ($404,000);

(b) Physical welfare, such as gym equipment for the regional and provincial offices ($175,700);

(c) Subscriptions to periodicals ($54,600);

(d) Printing and reproduction ($79,500);

(e) Operational maps ($1,500);

(f) Requirements for security, military and police personnel, including uniforms for local security guards and drivers, and flags and decals ($190,700);

(g) Training supplies ($363,400);

(h) Hospitality ($20,000);

(i) General insurance ($55,000);

(j) Bank charges ($126,000);

(k) Miscellaneous claims and adjustments ($22,700);

(l) Freight costs, including mail and pouch services ($286,200);

(m) Rations ($108,500);

(n) Other services ($536,000).

327. The increased requirements are owing mainly to the proposed acquisition of gym equipment, including treadmills, stationary bicycles, weight benches, dumbbell sets and mini-libraries, and the installation of direct service television for existing and proposed field offices; increased training fees, supplies and services to implement the Mission's enhanced 2010 training programme, including security training; and the mandatory certification of Security Officers as part of their technical evaluation.

	Appropriation 2008-2009	*Estimated expenditures 2008-2009*	*Estimated unencumbered balance 2008-2009*	*Total requirements 2010*	*Approved budget 2009*	*Variance 2009-2010*
Quick-impact projects	—	—	—	1 700.0	—	1 700.0

328. The provision of $1,700,000 reflects requirements for quick-impact projects in all provinces and regions where UNAMA has or will establish field offices. In this connection, the anticipated further expansion of the Mission would enable UNAMA to make a major contribution to the institution- and capacity-building process, in particular at the subnational level. Government institutions in mostly all provinces lack the basic tools to exercise the role ascribed to them in the Afghan Constitution. In many cases, the Government of Afghanistan is not able to provide the most rudimentary services to the people living in the regions and provinces. The operational objective of quick-impact projects is to address the short-term needs in the provinces with a view to filling the gap between those short-terms needs and longer-term initiatives through the implementation of non-recurrent, labour-intensive, non-duplicative quick-impact projects. The use of quick-impact projects is considered an important tool that will contribute to fostering an enabling environment for the success of peace consolidation and development initiatives. Quick-impact projects would also be designed to address immediate capacity deficiencies of the provincial government and councils and thus enhance the acceptance of those institutions among the local population. The weakness of local government has been assessed as one of the main factors for the continuing insecurity in many provinces.

329. More specifically, quick-impact projects would focus on:

(a) Institution-building/governance related projects to help subnational institutions (provincial governors, provincial councils, provincial development councils), to empower citizens, including women, and promote democratic oversight of the Government;

(b) Small-scale community-based labour-intensive projects, mainly in agriculture, irrigation and vocational training. Those projects will be implemented

through provincial councils, in order to improve community participation and increase the legitimacy and effectiveness of the provincial councils, which are crucial to the stabilization of the areas concerned;

(c) Training/workshops for provincial councils on good governance, democratic oversight, development planning and budgeting, freedom of speech and the fight against corruption;

(d) Organization and hosting of regular gatherings of local shuras, elders and district authorities in remote areas for political outreach purposes;

(e) Community work through the gravelling of short portions of roads and the rehabilitation of district police headquarters and other State edifices;

(f) Training/workshops for provincial councils on monitoring, evaluation and reporting, on freedom of speech, and on the fight against corruption;

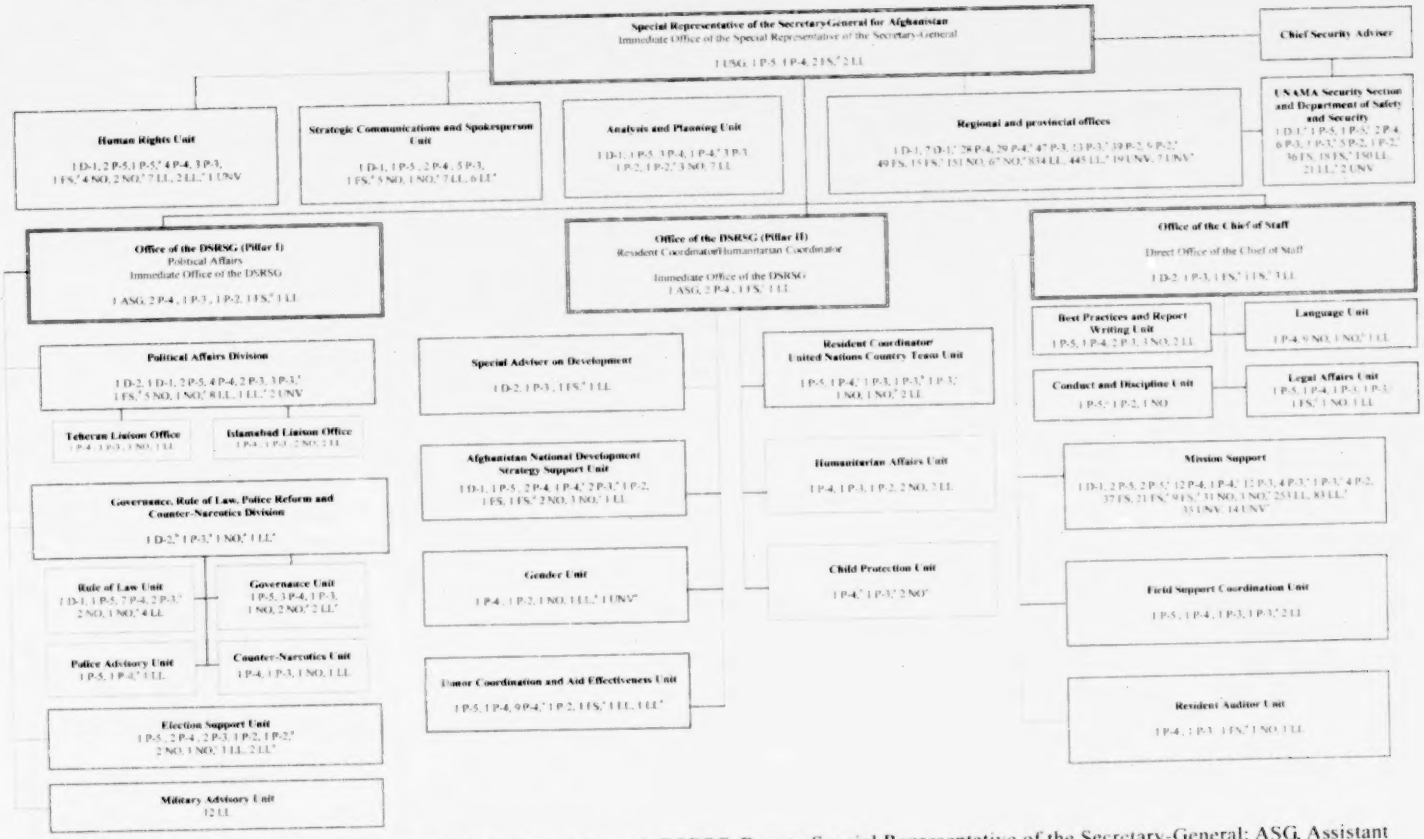
(g) Disaster management/emergency situations;

(h) Empowerment of women.

Annex

Organization charts

A. United Nations Assistance Mission in Afghanistan


Special Representative of the Secretary-General for Afghanistan
Immediate Office of the Special Representative of the Secretary-General
1 USG, 1 P-5, 1 P-4, 2 FS,[c] 2 LL
Chief Security Adviser
Human Rights Unit
1 D-1, 2 P-5, 1 P-5,[c] 4 P-4, 3 P-3, 1 FS,[c] 4 NO, 2 NO,[c] 7 LL, 2 LL,[c] 1 UNV
Strategic Communications and Spokesperson Unit
1 D-1, 1 P-5, 2 P-4, 5 P-3, 1 FS,[c] 5 NO, 1 NO,[c] 7 LL, 6 LL[c]
Analysis and Planning Unit
1 D-1, 1 P-5, 3 P-4, 1 P-4,[c] 3 P-3, 1 P-2, 1 P-2,[c] 3 NO, 7 LL
Regional and provincial offices
1 D-1, 7 D-1,[c] 28 P-4, 29 P-4,[c] 47 P-3, 13 P-3,[c] 19 P-2, 5 P-2,[c] 49 FS, 15 FS,[c] 151 NO, 67 NO,[c] 834 LL, 445 LL,[c] 19 UNV, 7 UNV[c]
UNAMA Security Section and Department of Safety and Security
1 D-1,[c] 1 P-5, 1 P-5,[c] 2 P-4, 6 P-3, 1 P-3,[c] 5 P-2, 1 P-2,[c] 36 FS, 18 FS,[c] 1 NO, 21 LL,[c] 2 UNV
Office of the DSRSG (Pillar I)
Political Affairs
Immediate Office of the DSRSG
1 ASG, 2 P-4, 1 P-3, 1 P-2, 1 FS,[c] 1 LL
Office of the DSRSG (Pillar II)
Resident Coordinator/Humanitarian Coordinator
Immediate Office of the DSRSG
1 ASG, 2 P-4, 1 FS, 1 LL
Office of the Chief of Staff
Direct Office of the Chief of Staff
1 D-2, 1 P-3, 1 FS,[c] 1 FS,[c] 3 LL
Political Affairs Division
1 D-2, 1 D-1, 2 P-5, 4 P-4, 2 P-3, 3 P-3,[c] 1 FS,[c] 5 NO, 1 NO,[c] 8 LL, 1 LL,[c] 2 UNV
Special Adviser on Development
1 D-2, 1 P-3, 1 FS,[c] 1 LL
Resident Coordinator/United Nations Country Team Unit
1 P-5, 1 P-4,[c] 1 P-3, 1 P-3,[c] 1 P-3,[c] 1 NO, 1 NO,[c] 2 LL
Best Practices and Report Writing Unit
1 P-5, 1 P-4, 2 P-3, 3 NO, 2 LL
Language Unit
1 P-4, 9 NO, 1 NO,[c] 1 LL
Tehran Liaison Office
1 P-4, 1 P-3, 1 NO, 1 LL
Islamabad Liaison Office
1 P-4, 1 P-3, 2 NO, 2 LL
Afghanistan National Development Strategy Support Unit
1 D-1, 1 P-5, 2 P-4, 1 P-4,[c] 2 P-3,[c] 1 P-2, 1 FS, 1 FS,[c] 2 NO, 3 NO,[c] 1 LL
Humanitarian Affairs Unit
1 P-4, 1 P-3, 1 P-2, 2 NO, 2 LL
Conduct and Discipline Unit
1 P-5,[c] 1 P-2, 1 NO
Legal Affairs Unit
1 P-5, 1 P-4, 1 P-3, 1 P-3,[c] 1 FS,[c] 1 NO, 1 LL
Governance, Rule of Law, Police Reform and Counter-Narcotics Division
1 D-2,[c] 1 P-3,[c] 1 NO,[c] 1 LL[c]
Mission Support
1 D-1, 2 P-5, 2 P-5,[c] 12 P-4, 1 P-4,[c] 12 P-3, 4 P-3,[c] 1 P-3,[c] 4 P-2, 37 FS, 21 FS,[c] 9 FS,[c] 31 NO, 3 NO,[c] 25 LL, 83 LL,[c] 35 UNV, 14 UNV[c]
Rule of Law Unit
1 D-1, 1 P-5, 7 P-4, 2 P-3,[c] 2 NO, 1 NO,[c] 4 LL
Governance Unit
1 P-5, 3 P-4, 1 P-3, 1 NO, 2 NO,[c] 2 LL[c]
Gender Unit
1 P-4, 1 P-2, 1 NO, 1 LL,[c] 1 UNV[c]
Child Protection Unit
1 P-4,[c] 1 P-3,[c] 2 NO[c]
Field Support Coordination Unit
1 P-5, 1 P-4, 1 P-3, 1 P-3,[c] 2 LL
Police Advisory Unit
1 P-5, 1 P-4,[c] 1 LL
Counter-Narcotics Unit
1 P-4, 1 P-3, 1 NO, 1 LL
Donor Coordination and Aid Effectiveness Unit
1 P-5, 1 P-4, 9 P-4,[c] 1 P-2, 1 FS,[c] 1 LL, 1 LL[c]
Resident Auditor Unit
1 P-4, 1 P-3, 1 FS,[c] 1 NO, 1 LL
Election Support Unit
1 P-5, 2 P-4, 2 P-3, 3 P-2, 1 P-2,[c] 2 NO, 1 NO,[c] 1 LL, 2 LL[c]
Military Advisory Unit
12 LL

Abbreviations: SRSG, Special Representative of the Secretary-General; DSRSG, Deputy Special Representative of the Secretary-General; ASG, Assistant Secretary-General; FS, Field Service; NO, National Officer; LL, Local level; UNV, United Nations Volunteer.

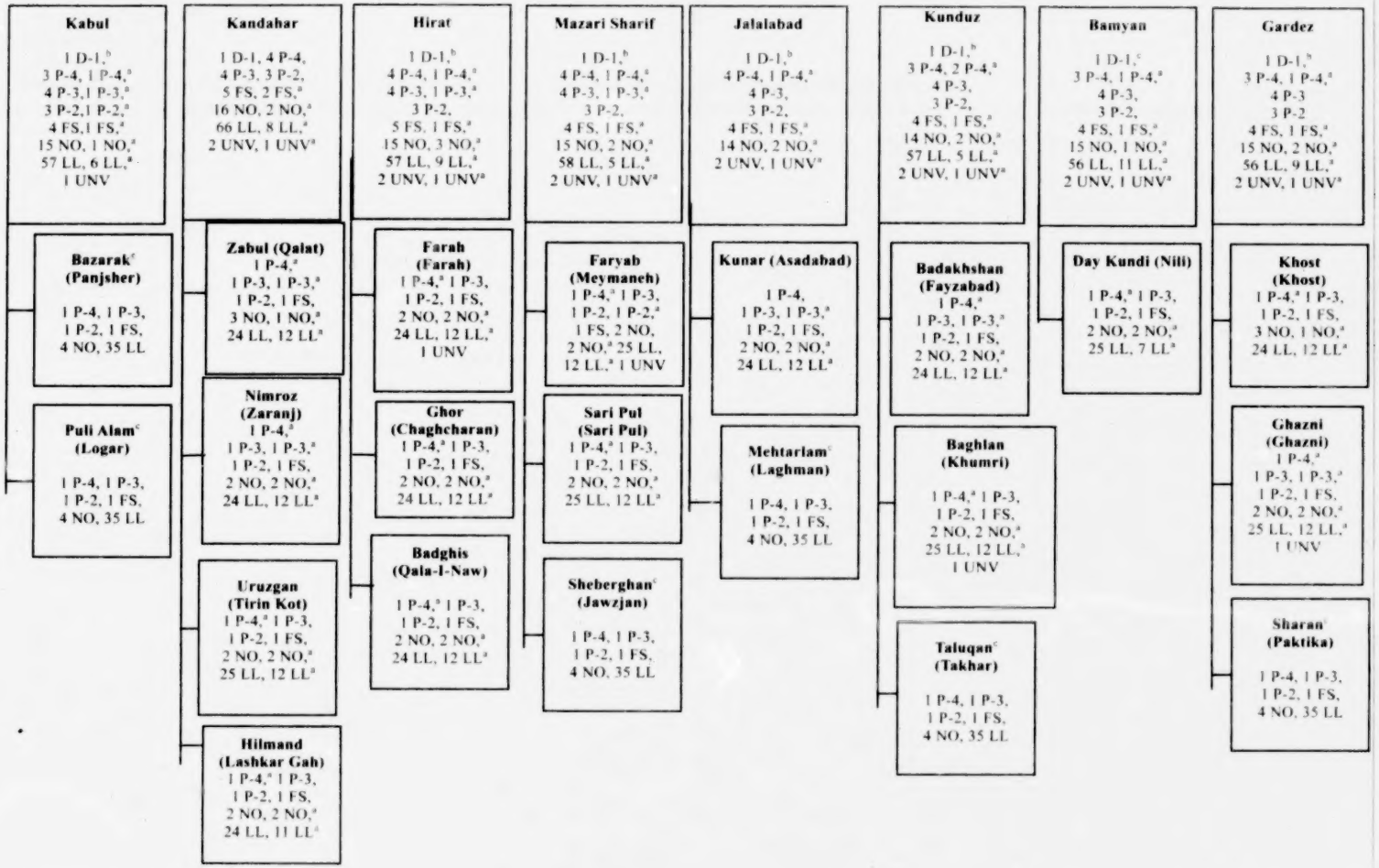
[a] Proposed new posts.

[b] Redeployed posts.

[c] Reclassified posts.

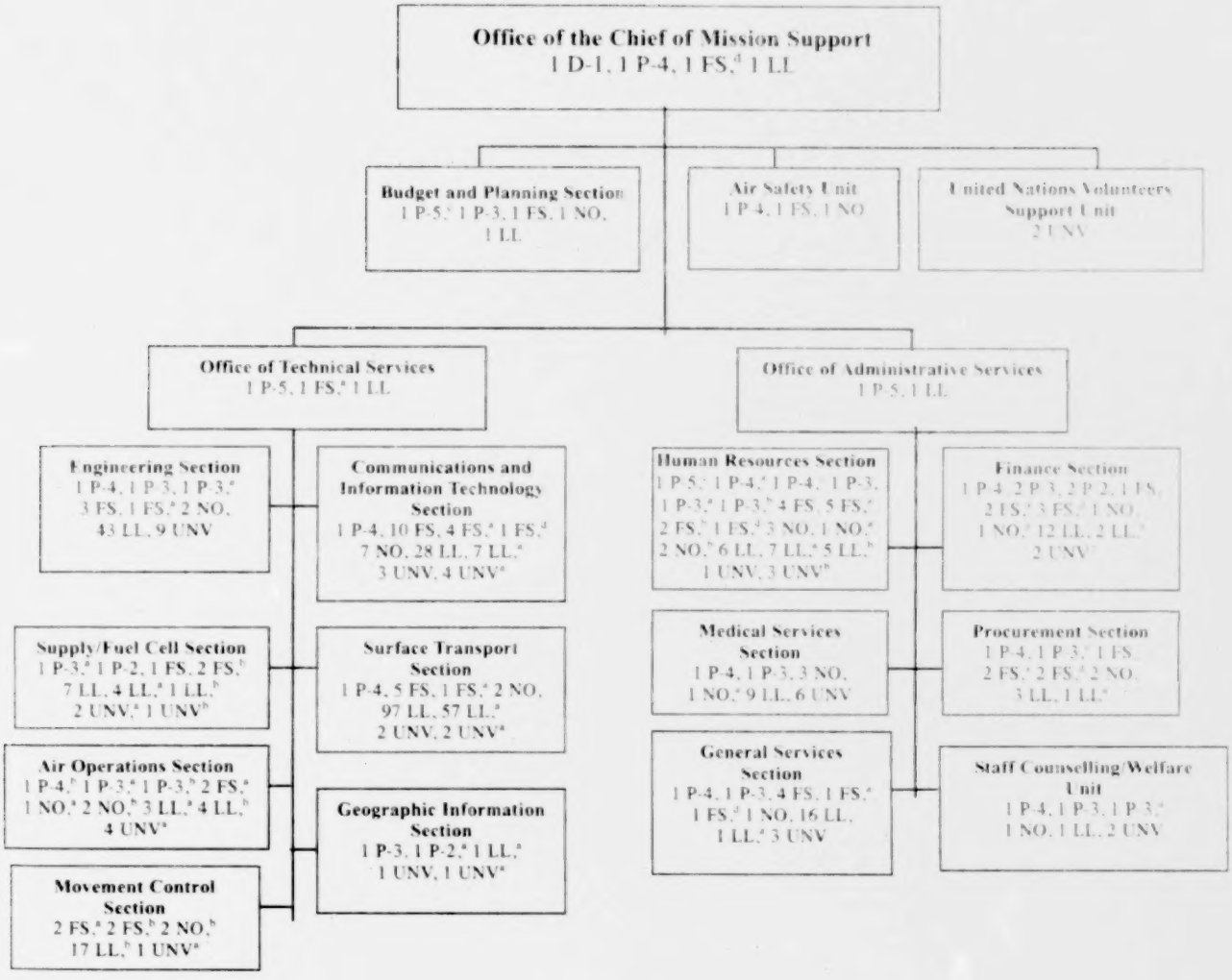
[d] Proposed conversions.

B. Regional and provincial offices (substantive, administrative and security staff)


Kabul
1 D-1,[b] 3 P-4, 1 P-4,[a] 4 P-3,1 P-3,[a] 3 P-2,1 P-2,[a] 4 FS,1 FS,[a] 15 NO, 1 NO,[a] 57 LL, 6 LL,[a] 1 UNV
Bazarak[c] (Panjsher)
1 P-4, 1 P-3, 1 P-2, 1 FS, 4 NO, 35 LL
Puli Alam[c] (Logar)
1 P-4, 1 P-3, 1 P-2, 1 FS, 4 NO, 35 LL
Kandahar
1 D-1, 4 P-4, 4 P-3, 3 P-2, 5 FS, 2 FS,[a] 16 NO, 2 NO,[a] 66 LL, 8 LL,[a] 2 UNV, 1 UNV[a]
Zabul (Qalat)
1 P-4,[a] 1 P-3, 1 P-3,[a] 1 P-2, 1 FS, 3 NO, 1 NO,[a] 24 LL, 12 LL[a]
Nimroz (Zaranj)
1 P-4,[a] 1 P-3, 1 P-3,[a] 1 P-2, 1 FS, 2 NO, 2 NO,[a] 24 LL, 12 LL[a]
Uruzgan (Tirin Kot)
1 P-4,[a] 1 P-3, 1 P-2, 1 FS, 2 NO, 2 NO,[a] 25 LL, 12 LL[a]
Hilmand (Lashkar Gah)
1 P-4,[a] 1 P-3, 1 P-2, 1 FS, 2 NO, 2 NO,[a] 24 LL, 11 LL[a]
Hirat
1 D-1,[b] 4 P-4, 1 P-4,[a] 4 P-3, 1 P-3,[a] 3 P-2, 5 FS, 1 FS,[a] 15 NO, 3 NO,[a] 57 LL, 9 LL,[a] 2 UNV, 1 UNV[a]
Farah (Farah)
1 P-4,[a] 1 P-3, 1 P-2, 1 FS, 2 NO, 2 NO,[a] 24 LL, 12 LL,[a] 1 UNV
Ghor (Chaghcharan)
1 P-4,[a] 1 P-3, 1 P-2, 1 FS, 2 NO, 2 NO,[a] 24 LL, 12 LL[a]
Badghis (Qala-I-Naw)
1 P-4,[a] 1 P-3, 1 P-2, 1 FS, 2 NO, 2 NO,[a] 24 LL, 12 LL[a]
Mazari Sharif
1 D-1,[b] 4 P-4, 1 P-4,[a] 4 P-3, 1 P-3,[a] 3 P-2, 4 FS, 1 FS,[a] 15 NO, 2 NO,[a] 58 LL, 5 LL,[a] 2 UNV, 1 UNV[a]
Faryab (Meymaneh)
1 P-4,[a] 1 P-3, 1 P-2, 1 P-2,[a] 1 FS, 2 NO, 2 NO,[a] 25 LL, 12 LL,[a] 1 UNV
Sari Pul (Sari Pul)
1 P-4,[a] 1 P-3, 1 P-2, 1 FS, 2 NO, 2 NO,[a] 25 LL, 12 LL[a]
Sheberghan[c] (Jawzjan)
1 P-4, 1 P-3, 1 P-2, 1 FS, 4 NO, 35 LL
Jalalabad
1 D-1,[b] 4 P-4, 1 P-4,[a] 4 P-3, 3 P-2, 4 FS, 1 FS,[a] 14 NO, 2 NO,[a] 2 UNV, 1 UNV[a]
Kunar (Asadabad)
1 P-4, 1 P-3, 1 P-3,[a] 1 P-2, 1 FS, 2 NO, 2 NO,[a] 24 LL, 12 LL[a]
Mehtarlam[c] (Laghman)
1 P-4, 1 P-3, 1 P-2, 1 FS, 4 NO, 35 LL
Kunduz
1 D-1,[b] 3 P-4, 2 P-4,[a] 4 P-3, 3 P-2, 4 FS, 1 FS,[a] 14 NO, 2 NO,[a] 57 LL, 5 LL,[a] 2 UNV, 1 UNV[a]
Badakhshan (Fayzabad)
1 P-4,[a] 1 P-3, 1 P-3,[a] 1 P-2, 1 FS, 2 NO, 2 NO,[a] 24 LL, 12 LL[a]
Baghlan (Khumri)
1 P-4,[a] 1 P-3, 1 P-2, 1 FS, 2 NO, 2 NO,[a] 25 LL, 12 LL,[a] 1 UNV
Taluqan[c] (Takhar)
1 P-4, 1 P-3, 1 P-2, 1 FS, 4 NO, 35 LL
Bamyan
1 D-1,[c] 3 P-4, 1 P-4,[a] 4 P-3, 3 P-2, 4 FS, 1 FS,[a] 15 NO, 1 NO,[a] 56 LL, 11 LL,[a] 2 UNV, 1 UNV[a]
Day Kundi (Nili)
1 P-4,[a] 1 P-3, 1 P-2, 1 FS, 2 NO, 2 NO,[a] 25 LL, 7 LL[a]
Gardez
1 D-1,[b] 3 P-4, 1 P-4,[a] 4 P-3 3 P-2 4 FS, 1 FS,[a] 15 NO, 2 NO,[a] 56 LL, 9 LL,[a] 2 UNV, 1 UNV[a]
Khost (Khost)
1 P-4,[a] 1 P-3, 1 P-2, 1 FS, 3 NO, 1 NO,[a] 24 LL, 12 LL[a]
Ghazni (Ghazni)
1 P-4,[a] 1 P-3, 1 P-3,[a] 1 P-2, 1 FS, 2 NO, 2 NO,[a] 25 LL, 12 LL,[a] 1 UNV
Sharan[c] (Paktika)
1 P-4, 1 P-3, 1 P-2, 1 FS, 4 NO, 35 LL

[a] Proposed new posts.
[b] Reclassified posts.
[c] Proposed new provincial offices.

C. Administration of the United Nations Assistance Mission in Afghanistan


Office of the Chief of Mission Support
1 D-1, 1 P-4, 1 FS,[d] 1 LL
Budget and Planning Section
1 P-5,[c] 1 P-3, 1 FS, 1 NO, 1 LL
Air Safety Unit
1 P-4, 1 FS, 1 NO
United Nations Volunteers Support Unit
2 UNV
Office of Technical Services
1 P-5, 1 FS,[a] 1 LL
Office of Administrative Services
1 P-5, 1 LL
Engineering Section
1 P-4, 1 P-3, 1 P-3,[a] 3 FS, 1 FS,[a] 2 NO, 43 LL, 9 UNV
Communications and Information Technology Section
1 P-4, 10 FS, 4 FS,[a] 1 FS,[d] 7 NO, 28 LL, 7 LL,[a] 3 UNV, 4 UNV[a]
Supply/Fuel Cell Section
1 P-3,[a] 1 P-2, 1 FS, 2 FS,[b] 7 LL, 4 LL,[a] 1 LL,[b] 2 UNV,[a] 1 UNV[b]
Surface Transport Section
1 P-4, 5 FS, 1 FS,[a] 2 NO, 97 LL, 57 LL,[a] 2 UNV, 2 UNV[a]
Air Operations Section
1 P-4,[b] 1 P-3,[a] 1 P-3,[b] 2 FS,[a] 1 NO,[a] 2 NO,[b] 3 LL,[a] 4 LL,[b] 4 UNV[a]
Geographic Information Section
1 P-3, 1 P-2,[a] 1 LL,[a] 1 UNV, 1 UNV[a]
Movement Control Section
2 FS,[a] 2 FS,[b] 2 NO,[b] 17 LL,[b] 1 UNV[a]
Human Resources Section
1 P-5,[c] 1 P-4,[c] 1 P-4, 1 P-3, 1 P-3,[a] 1 P-3,[b] 4 FS, 5 FS,[c] 2 FS,[c] 1 FS,[d] 3 NO, 1 NO,[c] 2 NO,[b] 6 LL, 7 LL,[c] 5 LL,[b] 1 UNV, 3 UNV[b]
Finance Section
1 P-4, 2 P-3, 2 P-2, 1 FS, 2 FS,[c] 3 FS,[d] 1 NO, 1 NO,[c] 12 LL, 2 LL,[b] 2 UNV[c]
Medical Services Section
1 P-4, 1 P-3, 3 NO, 1 NO,[c] 9 LL, 6 UNV
Procurement Section
1 P-4, 1 P-3,[c] 1 FS, 2 FS,[c] 2 FS,[d] 2 NO, 3 LL, 1 LL[c]
General Services Section
1 P-4, 1 P-3, 4 FS, 1 FS,[c] 1 FS,[d] 1 NO, 16 LL, 1 LL,[c] 3 UNV
Staff Counselling/Welfare Unit
1 P-4, 1 P-3, 1 P-3,[c] 1 NO, 1 LL, 2 UNV

[a] Proposed new posts.
[b] Redeployed posts.
[c] Reclassified posts.
[d] Proposed conversions.